

State

UNITED STATES DEPARTMENT OF STATE NOVEMBER 1993



*The Mysterious Mission
of Harpo Marx*



LETTERS

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Did you recognize him without his wig? His story is on Page 6. (Photo courtesy of the *Freedonia Gazette*, New Hope, Pa.)

A whale of a cable

ABIDJAN

DEAR EDITOR:

Cable 253808 ("Laws or Policy Regarding Whaling") deserves special attention. I suppose that's why it went to all diplomatic posts on "immediate." It asks us whether our host countries, as a matter of law or policy, prohibit the commercial taking of whales.

Use of the "all diplomatic posts" caption insured that this cable (cleared, we note, by the Bureau of Finance and Management Policy) went to Bolivia, Switzerland, Uzbekistan and the Vatican, among others, as well as coastal states actually engaged in the trade. I think of the "all diplomatic posts" caption as the telegraphic equivalent of drift-net fishing—sure to pick up a lot of stuff, maybe even some fish.

We really should be more discriminating in our tasking the field to report. This cable almost got buried under the ones announcing the results of the reinventing government exercise, and the others tasking us to identify reporting requirements which could be dispensed with. Nevertheless, I'm sure there are hidden benefits.

Noah's operation [the National Oceanic and Atmospheric Administration is known as NOAA] was, I suppose, a humanitarian, environmental undertaking, not a commercial one. In any case, the whales, as near as I can tell from scripture, took care of themselves. When our mission to the Vatican responds to the message, I'd like to know if they cite Genesis 6:19-21 as evidence of law or policy followed by the host government.

It's especially good that the Vatican received this cable, since it's probably the most appropriate post (with the possible exceptions of Tel Aviv and Beirut) to point out that whales also catch men (Jonah 1-4). We need this kind of balance in our reporting. And those reassuring safeguards provided by the finance bureau against marginal reporting requests.

Sincerely yours,
CHARLES O. CECIL
Deputy chief of mission □

Nuked by a niact

LONDON, UNITED KINGDOM

DEAR EDITOR:

I wish to echo the sentiments expressed in Graham Lobb's letter ("Nettlesome niacts" in the July/August issue.

The very first niact [night-action cable] I received as a Department communicator was in Baghdad in 1981. At 2 a.m. I was abruptly awakened from a sound sleep, called to the interests section and (after a rather long process to bring up a circuit) proudly received a "niact immediate" addressed to the world announcing: "Martial law declared in Poland."

Unfortunately, the irrelevance of that first niact (the hands-up "so what?" response it elicited from both me and the groggy first-tour junior officer I had to in turn wake up) has been repeated many a time over the past 12 years. All involved at the distant end feel "used and abused."

Most niacts sent out to posts closed for the night would serve better by being sent "immediate" only, with the slug line "deliver at opening of business," as the military often does. That would ensure expeditious handling first thing in the morning.

As Mr. Lobb mentioned, for most niacts there is no action that can be taken in the middle of the night. Not only is the local U.S. diplomatic mission closed, but (surprise!) so is the local government. Often the only results of such a transmission are a sleepy communicator and duty officer the next day and the cost of overtime for the call-in. The latter (in these diminishing budget times) will probably carry more impact than any other consideration.

I appreciate the soapbox.

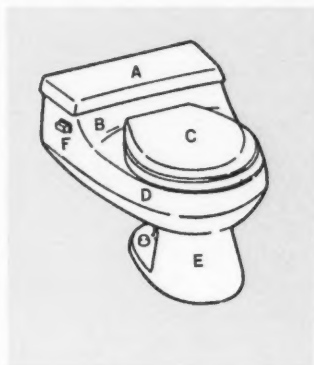
Sincerely
S. B. FLORA ■

State

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NOVEMBER 1993



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NEWS HIGHLIGHTS

Christopher gets report on how State should 'reinvent' itself

BY ROBERT E. SERVICE

The author, who was deputy chief of mission in Brasilia, then assigned to the Bureau of Finance and Management Policy, headed the Office of National Performance Review at State.

A 169-page report comprising the State Department response to Vice President Gore's call to "reinvent Government" has been sent forward to Secretary Christopher by Richard M. Moose, under secretary for management.

Loaded with recommendations (220 in all) the document, "Change at State," zeroes in on consular affairs, assistance for U.S. business and diplomatic security as "laboratories for reinventing Government." It focuses, too, on "people and empowerment," financial management and organization management.

"This report is the voice of State Department employees who perceive a need for change and who suggest a number of creative ways for improving Department services," Mr. Moose says in his letter of transmittal. "Every effort was made to include the greatest number of employees in the process . . . Knowledgeable employees were interviewed, and written suggestions were submitted from those in the field and in Washington. Retired employees responded to outreach questionnaires. Both Civil Service and Foreign Service participated. Marine security guards and Foreign Service national employees also submitted ideas . . . This is just the beginning of an ongoing, dynamic process."

The report does not represent a consensus of those who worked on it. Not surprisingly, some of the recommendations are controversial. But as Mr. Moose noted in a cable to the field, even though he does not concur in all the proposals, he intended "to be sure they are fairly considered." He continued that he did not want to stifle initiative and creative thought, adding: "I hope that every em-

ployee will take the time to read this report. Not everyone will agree with every recommendation. We may decide to drop some . . . Others depend on enabling action that must be taken elsewhere."

Consular affairs

The consular bureau plans to designate five overseas consular sections as minilabs to conduct pilot projects and to explore new ways of using the private sector to improve operational efficiency. Surveys of both internal and external customers will have a prominent role in determining what we need to do to improve performance. Other recommendations (some already implemented) include setting up a Children's Issues Division and consolidating all guidance on adoption matters; putting the repatriation loan pro-

"REINVENTING GOVERNMENT"

CHANGE *at State*

gram on a sounder, more realistic, financial footing; having the Department of Justice communicate directly with overseas posts on routine matters; substituting U.S. passports for air crew certificates; better ways for distributing federal benefits; encouraging greater use of passport acceptance facilities as a way of reducing the counter traffic at passport agencies; and setting up an electronic data base of passport reference material.

Aid to U.S. business

The basic idea behind this laboratory is that the Department needs to be more forceful both in publicizing the many services we now provide to American business (not limited to the 100 or so posts where the U.S. and Foreign Commercial Service does not have personnel), and in making sure that Department personnel are stimulated and trained to play that role. There is a recommendation to set up a pilot business promotion fund. Posts and bureaus would prepare business

facilitation plans and compete for slices of the fund. We would also seek authority, similar to that which the Department of Commerce already has, to collect and retain fees for business services. There are a number of recommendations for increased commercial training of Department officers, and for bringing them together with businessmen in a learning situation. As the result of the "reinventing Government" effort, the economic bureau has set up a new position of coordinator for business affairs.

Diplomatic security

The recommendations in this section propose to move toward a multi-level security environment in which "secret," not "top secret," is the normal maximum classification level. This is expected to save money both in equipment purchases and in background investigations. The report's authors would also like to work out mutual acceptance of security clearances with other agencies. Other recommendations propose consolidating all security programs of the foreign affairs agencies under State's Diplomatic Security bureau; eliminating overlap in areas of responsibility between the U.S. Secret Service and the State Department; consolidating as much as possible security maintenance and repair functions; and ways to reduce the cost of the local guard program.

'People and empowerment'

The recommendations in this section call for institutionalization of the open and participatory style of leadership that characterized the National Performance Review, to focus more attention on customer service (for internal as well as external customers), to revamp the Department's incentives award system, to remove perceived inequities between the Civil and Foreign Services (particularly in the area of training), and to take further steps to strengthen the secretarial career path. In the interest of economizing scarce resources, there are proposals to extend to six years the amount of time Foreign Service personnel can remain in Washington, and to eliminate the 10% hardship differential category of posts. Another recommendation is to examine the feasi-



Members of the "reinventing Government" team with Department principals, left to right: Alphonse La Porta, Michael Einik, Fannie Cahoon, Maura Harty, David Robinson, director general Genta Hawkins Holmes, Secretary Christopher, Deputy Secretary Clifton Wharton, W. Robert Pearson, Kathleen Riley, Max Robinson, Rosalie Dangelo, Beverly Lovelady, Harry Thomas Jr., Gary Grappo.

bility of centralizing control of most training funds in order to ensure more equitable distribution. Still others would make it easier for Civil Service employees to serve a tour abroad at some point in their careers, and would establish an expanded specialist program (full-time and temporary-duty) for spouses.

Financial management

The lead recommendations in this section call for bringing to fruition efforts of recent years to integrate policy, program and resource management processes, for improving the Department's budget execution process and for improvements in our financial management systems. The report urges the Department to seek an exemption from position-ceiling controls (full-time equivalency), and authority to obtain real estate by lease-purchase arrangements. Both could save substantial sums of money. Other recommendations suggest it may be more cost-effective to contract out much of the medical screening now done in-house, and that the

Department should be more vigorous in requiring employees to use their insurance to pay for overseas hospitalization expenses. Four papers address travel issues, proposing among other items a greatly simplified travel voucher procedure. Another four papers look at various aspects of procurement, recommending that the dollar limit on small purchases be raised, that the Department make more use of electronic bulletin boards and credit cards, and that we expand the use of performance contracting.

Finally, there are three papers on Foreign Service national employees, with recommendations regarding retirement plans and pay scales.

Organization management

In what is perhaps the most controversial section of the report, there are proposals to consolidate administrative support functions in the Department, with fewer bureaus having their separate executive directorates; to do baseline staffing reviews for the Department, similar to those underway for overseas staffing; to give posts more autonomy in repair and maintenance projects; to look into the possible establishment of more regional administrative support centers; to give ambassadors greater authority to control the overseas staffing of other agencies; and to sharply reduce required reporting. In some cases this would require congressional action or the agreement of other agencies which levy requirements. There is also

a proposal to set up a separate agency, under the Secretary of State, to handle administrative support for all foreign affairs agencies overseas.

National Performance Review staffing

Joe Melrose and Liza McClenaghan have been designated to coordinate implementation of the report. Preparation of it began under the leadership of W. Robert Pearson, who was executive secretary of the Department. When he was assigned as deputy chief of mission at the U.S. mission to Nato, his responsibilities were taken over by the author of this article. Ann Covington was the assistant in the office, and Elena Cahoon, Cheryl Harris and Dana Carrico shared the secretarial responsibilities.

Maura Harty, later replaced by Nick Sherwood, was the first head of the consular affairs team. Bob Spencer headed the diplomatic security group before Bill Marsden replaced him. Harry Thomas and Rosemary Dangelo were in charge of the "people and empowerment" issues. Gary Grappo worked on business facilitation, Al La Porta on organization management and Beverly Lovelady on financial management.

In addition, Secretary Christopher designated four employees to serve on the Vice President's National Performance Review Task Force. The four were Donna Hamilton, Yvonne Jefferson, Carolyn Lwengart and David Robinson. □

Management chief, addressing Open Forum, calls on State employees to advance more ideas

Richard M. Moose, under secretary for management, imparted fresh momentum to the "reinventing Government" process as he addressed employees at a meeting of the Secretary's Open Forum on October 5 in the Loy Henderson Conference Room.

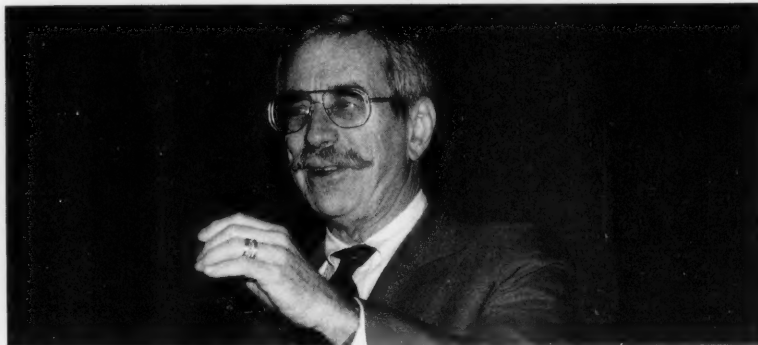
"There are no deadlines for good ideas," he said. "I hope Department people won't hesitate to suggest additional areas for possible improvement or innovation . . . (Vice President Gore's) National Performance Review will provide more incentive to reengineer the Department and, hopefully, clear away some of the obstacles to the ideas and suggestions of our own personnel . . ."

"One of the greatest problems will be to achieve a suspension of the feeling of the people of the Department that they won't be listened to . . . I assure you I will be listening to you."

Mr. Moose said at another point: "The fact is that, if only because of limits on resources, the Department will look different in two years than it does today. Even if we had a lot of money, we still should look different two years from now . . ."

"The President already has issued several executive orders on this and more will follow shortly. The first is a requirement to cut the personnel strength in the whole Government by 252,000. We don't know what the Department's share would be, but it could be about 3,000 positions over a six-year period.

"The second is a requirement to cut internal regulations by one-half—welcome but more difficult to achieve. The third requires a new plan to improve service to the Department's customers—a requirement which I will heartily support and on which we're already working . . . I'm meeting with Department assistant secretaries and other principals to . . . produce an analysis of who our customers are and ways to serve them better."



Under Secretary Richard Moose at the Open Forum. (State Department photo by Eddie Anderson)

On the subject of resources, the under secretary said: "The budget will be very tight with a real reduction—not just a cut in the increase—in our fiscal year 1994 appropriation and the certainty of further cuts in the following years."

Nonetheless, he added, the Department must invest in itself: "The most important investment will be in people. This will help us produce a reinvented personnel system that recruits a capable workforce that looks like America, puts the right people in the right assignments, treats all employees with equity and understanding, including managers who know how to manage—a workforce that meets all the Department's changing needs as well as individual aspirations.

"We will also invest in modern information systems, which should be our strong right hand."

Mr. Moose continued: "Too often we appear to be saying: 'What's wrong with the American people? Don't they recognize how important foreign policy is? Don't they appreciate what we're trying to do for them?'"

"The answer is no, they don't 'understand'—at least not in the same way you and I 'understand.' In business I learned that, when you decide that your problems are caused by your customers, you're in bigger trouble than you realize. We have something of that problem here at State. Sometimes it's as though we believed that, if Congress, the public and the press would get out of our face, we'd do a good job. Well, this may have worked once upon a time, but not in the world of (the Cable News Network)."

In the question period, the under secretary was asked what could be done to make Congress more aware of the Department's financial needs. He replied that President Clinton has emphasized that the line between foreign and domestic policy was becoming blurred, that in a peaceful and cleaner world, more resources could go into expanding economies. He added it wasn't enough for State to see its job as being simply to explain the world to the taxpayers—because "we need to be seen as advocates of the priorities we share with most Americans." It's the Department's task he added, to make it known to its constituents why the Department is relevant.

Mr. Moose quickly agreed with a member of the audience that computerization in the Department was inadequate. "We have some of our very best people at work on this," he said, "and I don't know anything to which I attach more importance, unless it's paying attention to our people."

Mr. Moose assured another questioner that "we want to maintain and strengthen our overseas presence." He said: "I want to have less administrative structure here and more, appropriately, in the field."

On personnel issues, he said: "We have to look very hard and long on how we assess performance. We have to recalculate those qualities we want to encourage. The present system inhibits initiative. (The performance evaluation system) is a preoccupation, if not an obsession. We pay less attention to career development. If people are good enough to bring them here in the first place, then we've got to pay more attention to developing their skills." □

Oceans bureau announces a reorganization

The Bureau of Oceans and International Environmental and Scientific Affairs has been reorganized under three deputy assistant secretaries—for oceans, for environment and development and for science, technology and health.

Oceans comprises two offices. Oceans Affairs is responsible for international marine law and protecting the world's oceans and marine habitat from adverse use and pollution. Marine Conservation is responsible for developing U.S. policy on international conservation of living marine resources, including mammals, fish, sea birds and sea turtles.

Environment and Development has three offices. Environmental Policy has been restructured to focus more attention on developing U.S. policy for sustainable development and related environmental issues arising in UN and other multilateral venues. Ecology and Terrestrial Conservation is responsible for developing U.S. policy on such international issues as forests, wildlife, biodiversity, wetlands, fresh water, desertification, land use and polluted areas. Global Change is responsible for developing U.S. policy on global-climate change, stratospheric ozone depletion and energy conservation and efficiency.

Science, Technology and Health consists of two offices. Cooperative Programs

is responsible for coordinating multi-agency negotiation and implementation of cooperative agreements in science, technology, environment and ocean matters, with other countries and regional groupings. Science, Technology and Health provides policy coordination of U.S. scientific research, technology development and competitiveness programs, the civil space program and international cooperation related to health and life sciences.

The Office of Cooperative Programs' role as the operational liaison point between the bureau and the Department's regional and functional bureaus has been enhanced. Its officers now serve as the single-clearance point and as coordinators for initiatives that involve more than one functional element of the bureau.

The bureau executive office has assumed administrative responsibilities for the newly-formed Bureau of Democracy, Human Rights and Labor (DRL).

The Office of Nuclear Affairs and the Office of the Coordinator for Population Affairs have been transferred, respectively, to the Bureau of Politico-Military Affairs and the new Bureau of Population, Refugees and Migration. □

Management office shuts down

The Office of the Executive Director for the Under Secretary for Management is closing, in accord with the Department

reorganization.

Administrative responsibilities for the Office of the Under Secretary, the White House Liaison Office, the Management Planning Office and the National Performance Review Office are being shifted to the Executive Secretariat.

The Bureau of Administration is taking over administrative responsibilities for the Office of Foreign Missions, the Office of the Coordinator for Management Projects, the Moscow Embassy Building Control Office and the curator of the Diplomatic Reception Rooms.

The Bureau of Economic and Business Affairs will serve the Bureau of International Communications and Information Policy, and the oceans bureau will serve the Bureau of Human Rights and Humanitarian Affairs. □

New software for procurement is on its way

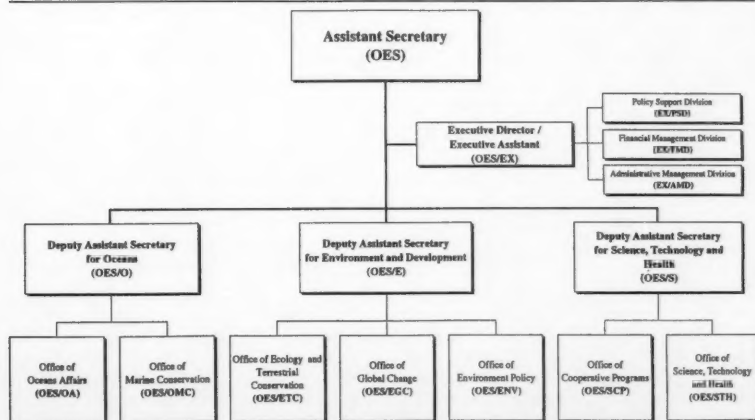
A second version of the Worldwide Procurement Database is being distributed to over 160 posts around the world. This personal computer-based software package allows State's Office of the Procurement Executive to prepare Department purchasing statistics for the Government-wide Federal Procurement Data System.

"When we implemented this system in December 1991, State was dead last in terms of compliance with this statutory reporting requirement," said John Black, the Department's director of competition advocacy. "Now we're one of the most compliant agencies in the Government."

The new release reformat screen and printout data so that each looks alike, allows input of summary contract actions under \$1,000 and provides additional editing functions to ensure accurate data entry. Rod Morgan, the information management analyst who managed development of the first version of the system, said he was pleased by the success of the project.

"Very few software packages can boast 24 months of successful operations without a single bug-fix," he explained. "The new release had the luxury of not

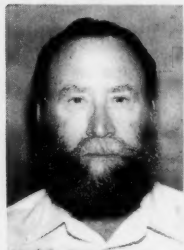
—(Continued on Page 19)



The Mysterious Mission of Harpo Marx

BY RICHARD E. OLIVER

IT IS JANUARY 1934. A train heads west from Moscow toward the Polish border. On board is zany Harpo Marx of the Marx Brothers comedy team.



Mr. Oliver

What is he doing in Russia? Why does he have strapped to his leg papers secretly entrusted to him by Ambassador William C. Bullitt? Will Harpo make it past the Russian border guards?

Just the previous November, the United States and the Soviets had finally established diplomatic relations. That was the month Harpo arrived in Russia, the idea for his trip having originated with Alexander Woollcott, the writer and humorist, and Walter Duranty, the New York Times correspondent in Moscow.

Harpo went through his routine before stone-faced Russian bureaucrats. Pretending to be mute, he had no translation problem. Still, his act didn't catch on until Ivy Litvinov, wife of Foreign Minister Maxim Litvinov, opened some doors for him. Soon he was the toast of not only Moscow and St. Petersburg (then Leningrad) but also places like Novgorod and Vyshni Volochek.

It was a new experience for Harpo to appear without his brothers to play the straight man for him, and to ex-



Harpo in his comic attire.

plain and interpret his actions. For example, in their movie, "Duck Soup," Harpo had grabbed a telegram intended for Groucho, who was playing the role of the president of the fictional country, Freedonia. Harpo ripped open the telegram and began to scan the lines at

The author, a retired naval officer, was posted with his wife, a Foreign Service budget and fiscal officer, to Abidjan until recently. They're scheduled to begin a new tour in Bonn this fall.

(Photos courtesy of the Freedonia Gazette, New Hope, Pa.)

an ever-faster pace. As his eyes moved back and forth across the page, he grew visibly more angry. He got to the end, made a face and ripped the president's telegram to shreds. His partner, Chico, provided the explanation: "He gets angry because he can't read."

How do you translate that? A Russian tearing up a government official's telegram would get 20 years in the Gulag, or would maybe be shot on the spot.

By the end of his Moscow tour, the Soviet foreign minister himself appeared on stage with Harpo. To the



Harpo performs at the Theatre Club in Moscow during his trip there. With him are Russian comedians Yona Bly and Helen Ketat. (International News Service photo, courtesy, of the Freedonia Gazette, New Hope, Pa.)



Ambassador Bullitt

surprise of Harpo and the delight of the audience, Mr. Litvinov collaborated in the knife-dropping routine from the movie, "Animal Crackers." In the movie Harpo shakes hands with a policeman in the house where he is a guest, and a knife from the house falls out of Harpo's sleeve. Pause. Laughter.

Then more silverware falls out. Then a cascade of diverse other items from the house. With Litvinov, it was just steel knives but the surprise and laughter were the same.

With this triumph behind him, Harpo is now on a train headed home, that mysterious packet of letters strapped to his leg, put there in the ambassador's office. Just before Harpo left the capital, according to his autobiography ("Harpo Speaks!" published by Victor Gollancz, London, 1961), Times newsman Duranty called him and asked him to come to the embassy. In Ambassador Bullitt's office, he had coffee with Mr. Duranty and the diplomat. Mr. Bullitt said casually, Harpo recalled: "Harpo, could you do me a favor? I'd like these papers delivered back to the States, in person." He handed him a thin packet of letters tied with string. The ambassador said they had to get to the United States undetected, that they would be strapped to his leg and that he would be contacted as soon as he reached the States.

Now, on the train, Harpo is find-

ing the pouch uncomfortable, and he walks with a limp.

His thoughts go back to the train trip when he had arrived in Moscow. There, he met an American who spoke Russian and had (so he said) visited Russia many times, trying to set up an export business. He was full of helpful advice.

How much luggage do you have? It's too much—the Russians will charge for excess baggage. You've got no rubles? Here's a hundred. Pay me back when we get to Moscow. It'll cost you less if you pay in rubles instead of dollars.

At the border, Harpo's passport and visa were okay and, sure enough, there was a bill of \$25 for luggage. Next thing, he was being interrogated by a colonel who, Harpo wrote, had a brow so low that his nose seemed to grow out of his hairline. He wasn't buying the story about Harpo getting rubles from a stranger on the train. The only legal place to exchange money was Moscow.

The next adventure: a full baggage search. Unfortunately, the baggage contained Harpo's stage props. A red wig. He rarely appeared on stage without it, but how would a Russian border guard know that? A false beard? Required in several skits, but try to explain that to Colonel Low-Brow. What about the knives, revolvers, stilettos, the bottles labeled "Poison"? In rushed more officials and still more guards. The next case they opened contained his comedian's harp. "Play!" Harpo attempted to do so with his stiff gloved hands in the unheated room. No chance of calling the American consul. The United States was a couple of weeks away from formally exchanging ambassadors.

But at last the other American was located (his identity is unknown to this day), and he confirmed Harpo's story. No, they didn't exchange money—it was a loan. Where had this other American gotten rubles? In Moscow, he said—the only place where money can be legally changed. It had been so



The Marx Brothers in their comic movie triumph, "Duck Soup." From left: Harpo, Chico, Zeppo, Groucho.

simple to get out of that jam!

Maybe too simple, Harpo reflects now. Perhaps that "American" was a Russian agent, just like his designated escort/guide/translator, who was usually nearby. What now, as the border again approaches, for a lone comedian who has secret papers attached to his leg?

As the train pulls into the border crossing, Harpo finds himself being escorted off the train by the very same soldier he had encountered the first time. He is led into the office of his old friend, Colonel Low-Brow. His passport? When Harpo produces it, it is immediately taken away by a soldier. They must know, Harpo fears. Has he been set up again? The colonel says they must go to headquarters.

There, a general in full uniform awaits them, and he doesn't look any friendlier. But surprise! There's a buffet for him, to pass the time while the

passports and the baggage of the other passengers are processed. Harpo hears the name Litvinov being mentioned. It's nice to have friends in high places. So the border crossing goes well.

What of the papers, though? What's in them? Surely, Harpo can unstrap them while he's on the steamship returning to the States. If he would sneak a peek, who would know?

Well, Harpo wrote that he didn't unstrap the papers until he was met by men from the "Secret Service" at the steamship pier in New York. Whether or not they were really Secret Service men, his welcoming committee had sufficient clout to take him and his baggage off ahead of the other passengers and skip him through Customs.

Harpo wrote only the one book and, so far as is known today, there is no other mention anywhere of Harpo's role as a courier. He died in 1964. And both Ambassador Bullitt and Mr. Duranty are dead. Also deceased is the writer Woollcott. Chico died in 1961,

Groucho in 1977 and Zeppo in 1979.

One of the leading authorities on the Marx Brothers today, Paul G. We-solowski, who publishes the *Freedonia Gazette* (Darien 28, New Hope, Pa. 18938), says that Harpo's son, Bill, told him that his father wouldn't have read or remembered the insignia on the badges of the agents who met him in New York. So the question is open as to what it was that was carried and to whom it was delivered. Could it have been the ambassador's personal mail? Was it a communication to President Roosevelt regarding a very sensitive diplomatic matter—perhaps because the Soviets were tampering with diplomatic communications at the time? Or could all of this have simply originated as one of Alexander Woollcott's well-known practical jokes?

What do you think? ■

A P P O I N T M E N T S

Ambassadorships: Tull for Brunei, Rey for Poland



Ms. Tull



Mr. Rey

President Clinton as of mid-October had named ambassadors to two more countries. The nominations would require Senate confirmation. The posts and the persons named are:

—*Brunei*—Theresa Anne Tull, director of the Office of Regional Affairs, Bureau of East Asian and Pacific Affairs, to succeed Donald B. Ensenat.

—*Poland*—Nicholas Andrew Rey, managing director of Integrated Control Systems, Inc., and vice chairman and director of the Polish-American Enterprise Fund, to succeed Thomas W. Simons Jr.

Following are biographical sketches of the two.

Brunei

Theresa Anne Tull has been in the East Asia bureau since 1991. She joined the Foreign Service in 1963 and became an adjudicator at the Chicago Passport Agency the following year. In 1965 she was assigned to Brussels. She was political officer in Saigon, 1968-70, then an international relations officer in the Office of Vietnamese Affairs, 1970-72. In 1973 she became deputy principal officer in Da-nang. Next, she was a deputy division chief in the intelligence bureau's Office of East Asian and Pacific Affairs, 1975-77.

In 1977 Ms. Tull became consul in Cebu. She attended the National War College, 1979-80. She was director of the Office of Human Rights, 1980-83, and acting deputy assistant secretary in that bureau, 1981-82. In 1983 she was charged

in Vientiane. She was a member of the Senior Seminar, 1986-87. In 1987 she became ambassador to Guyana. She was a diplomat-in-residence at Lincoln University, 1990-91.

Ms. Tull was born in Runnemed, N.J., on October 2, 1936. She earned a bachelor's and master's from the University of Michigan. She is the author of a chapter in a book on electoral politics in Vietnam. Her foreign languages are Vietnamese and French. She is a member of the Asia Society and the American Foreign Service Association. She holds a Superior Honor Award, a Vietnam service medal and three senior performance pay awards. She is single.

Poland

Nicholas Andrew Rey has been at the productivity consulting firm since last year and with the Polish-American fund since 1990.

Mr. Rey began his career in 1963 as an economist at the Treasury Department. He was director of the executive secretariat and staff assistant to the Secretary of the Treasury, 1967-68. In 1968 he became vice president of Drexel Harriman Ripley, Inc. He was a staff member of the President's Commission on International Trade and Investment Policy, 1970-71. He served as managing director of Merrill Lynch Capital Markets, 1971-87, and Bear, Stearns & Co., Inc., 1987-92.

Mr. Rey has been director of the Resource Foundation since 1990, and a member of the Council on Foreign Relations since 1972. He was chairman of the advisory committee on international capital markets, New York Stock Exchange, and of the international committee of the Securities Industry Association, 1987-92. He was a participant in a Soviet/New York Stock Exchange seminar on financial markets in Moscow, 1990. He was on the Committee on Economic Development's subcommittee on transnational corporation and third world development, 1980. He participated in an International Bank for Reconstruction and Development/International Monetary Fund study on access to capital markets, 1978-79. In addition, he was a member of the Clinton-Gore transition team at Treasury, the foreign portfolio investment advisory committee at Treasury, 1979-80, and the

Human Rights Commission of Larchmont, N.Y., 1984-92.

Mr. Rey was born in Warsaw on January 23, 1938. He received a bachelor's from Princeton and a master's from Johns Hopkins. He served in the Army Reserve, 1962-68. He speaks five foreign languages—Polish, French, Spanish, Portuguese and German. He is married to Louisa Machado Rey and has a daughter and two sons. □

Sullivan heads Cuba mission

Joseph G. Sullivan, a career Foreign Service officer, has been designated chief of mission in Havana. He was a diplomat-in-residence at Georgetown University ear-



Mr. Sullivan

lier this year and, before that, served as deputy assistant secretary for inter-American affairs since 1989.

Mr. Sullivan began his career in 1967 as a health services officer with the U.S. Public Health Service. He joined the Foreign Service in 1970 and became political and consular officer in Mexico City. He was an international relations officer in the Bureau of Inter-American Affairs, 1973-75. In 1975 he became political officer in Lisbon. After an assignment in the inter-America bureau, he served as special assistant to the counselor of the Department, 1982-83. He was political officer, then political counselor, in Tel Aviv, 1984-88. He served as director of the Office of Central American Affairs, 1988-89.

Mr. Sullivan was born in Boston on August 9, 1944. He earned a bachelor's from Tufts and a master's from Georgetown. His foreign languages are Spanish, Portuguese and Hebrew. He holds the Distinguished and Superior Honor Awards, a Presidential Distinguished Service Award, the Sinclair Language Award, three senior performance pay awards and has figured in a group Meritorious Honor Award. He is a member of the Foreign Service Association. He has two sons. ■

BY JUDY CHIDESTER

The author, a communicator for more than three decades, is currently coping rather well in Damascus. The (mis)adventures she describes here occurred on tours in Amman, Saigon, Dhahran, Florence, Bogota, Paris, Cairo, Rabat, Kigali and Athens, among other places.

HAVE YOU had your culture shock yet? We've all been warned about culture shock. The Foreign Service Institute has provided courses warning us



Ms. Chidester

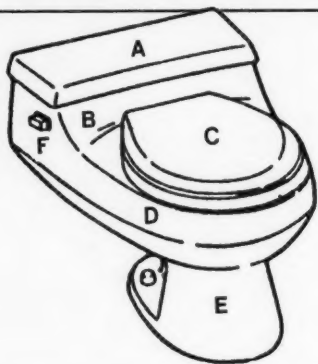
of strange things we'll encounter, such as language, social custom or dress—but I don't recall hearing bathrooms mentioned.

Thus far in my 32-year Foreign Service career, I've encountered the notorious chain

from an overhead tank, the good old "footprints in the sand," the button on the overhead tank that one must push UP, the floor pedal to press to the side, the floor button to depress, a button on the wall beside the toilet, a knob on top of the tank behind the toilet to pull up, a handle directly behind the toilet which you push down to flush, a handle on top of the tank to depress, "footprints in the sand" with a "pull-chain" flush feature and the "footprint" model with a hose to permit the user to flush manually. I thought I'd seen it all.

I realize that spending lots of time in third-world countries prevented me from being completely au courant, but on a recent trip I found myself in yet another bathroom in yet another city (Florence, Italy) trying to figure out how to flush the toilet without losing face completely by going out to ask

WHAT THEY NEVER TEACH YOU AT THE FOREIGN SERVICE INSTITUTE



someone. *Aha! Now I have it! There's a lever built into the tank behind the toilet. You depress one side of this to flush the toilet.* On this same trip I also heard, as gospel truth, that a friend of mine encountered in Rome a flexible panel behind the toilet. You lean back and press your head against it to flush the toilet.

These are the true examples of culture shock! Most of us consider our-

selves to be relatively sophisticated, well-trained and modern. It's shocking to find yourself completely daunted when preparing to perform one of life's simplest functions—learned when you could hardly walk.

Because we *are* so sophisticated, well-trained and modern, we can—given sufficient time—figure out the mechanism required to complete the task. However, when there are others waiting to use the facility, time is of the essence. In order not to take an embarrassingly long time, you must learn to start looking for the proper mechanism upon entering the bathroom, just when your thoughts might tend to be on something else.

We're also a curious people. Accounts of first encounters with that other little bathroom fixture—the one that looks like a toilet, but doesn't have any water—are numerous and side-splitting. One friend I know reached across and turned the faucet on strongly and "had the cleanest armpit ever"; another had her glasses washed, while another destroyed an expensive new hairstyle.

The uses some of us have found for these little fixtures vary greatly as well. Several of my friends find them to be grand places for turtles or goldfish. Some soak their laundry in them. Some put plants in them. Some wash their feet in them. The most unusual use I've heard of is a person, serving in a third-world country, who soaked her lettuce in hers.

All this "shows to go ya," as my father would say, that there's more than one reason that people of a particular calibre are chosen to live our lives. Think how some of those without our qualities would cope with problems like these! This is what they mean when they talk about "challenging experiences" in the Foreign Service. ■

LIFE IN THE FOREIGN SERVICE

'Confessions' of an inspector

BY JOSEPH A. MUSSOMELI

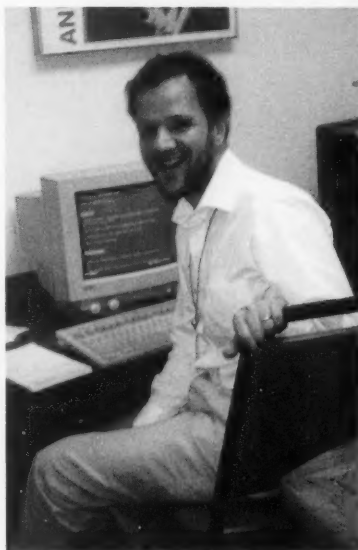
The author is a political/economic officer who last served overseas in Colombo.

Last autumn, returning from my first inspection, I was taken to task by my then six-year-old daughter, Alexis. I had barely crossed the threshold and settled into a long-denied hugfest with my family when she, plainly exasperated with my lengthy absence, bluntly asked: "Why did you take this stupid job, anyway?" Realizing no answer could assuage her anger, I patronizingly replied that she was getting very good at asking perceptive questions, and then I quickly changed the subject. Lacking her mother's intolerance for condescending malespeak, Alexis held her temper in check and I breathed a sigh of relief as I rambled on about the wonders of Gothic cathedrals.

Had I been braver and less tired, I might have tried explaining the compelling mix of dread and loathing, hope and respect, with which I viewed the Office of the Inspector General. In a classic case of cognitive dissonance, I saw the office simultaneously as ruthless and gutless, unfair and judicious.

An odd mixture of feelings, but I think they sum up well many of the experiences and expectations of Foreign Service employees. The dread is easy enough to understand: careers have ended and officers have been pilloried for poor performance and poorer judgment. The loathing is a more complex emotion, partially born of dread of the unknown and partially the result of past experiences, either when a colleague was unfairly treated by an officious (or worse, inept) inspector or when a colleague deserving of a reprimand was ignored or praised by inspectors too disinclined to make waves. Indeed, at least part of what prompted me to take this "stupid job" was an experience I'd had several years ago when my career was threatened as I became involved in a misfeasance issue involving a consul general.

Right or not, I blamed the inspection team that had inspected that post a year



The author still at it late at night, completing his report on Ouagadougou.

earlier for having failed to do its job. I vowed someday to walk in the shoes (jackboots?) of an inspector and see whether the job could be done better.

Well, an explanation like the foregoing would only confirm my daughter's darkest suspicion that men (even, daresay, her father) are all fools. But she won't read this article, so I'll proceed with a starker, perhaps even more foolish, revelation: there is no job I've had in my career of almost 13 years that can rival that of being an inspector. What you learn about management and mismanagement, about policy and its sometimes feckless implementation, about interpersonal relations and draftsmanship, and about handling serious, gut-wrenching personnel issues, cannot be equaled elsewhere in the Department.

Management: the emperor has no clothes

I had never really looked upon myself as a "substantive officer," but this conal reality was driven home daily—even hourly—by the gentle, if persistent, remarks of my colleagues. The very word "substantive," more spat than spoken by other inspectors, was plainly a term of derision. You see, the inspection corps,

with equal portions of Foreign and Civil Service people, is primarily and necessarily staffed with administrative and consular officers. The civil servants particularly, who've had to inspect substantive ambassadors and deputy chiefs of mission for years, have become jaded with many of the well-spoken, well-dressed substantive officers who people the highest positions at most posts without a clue about managing people or resources. A harsh indictment? Yes. Too harsh? Well, read on.

Scenes from an inspection cycle

Draft drafts: The political counselor shakes his head sadly, permits himself a deep sigh of frustration, and dejectedly waves at me the junior political officer's latest draft. "This is the third time," he tells me, "that I've seen this cable. Instead of getting better, the drafts seem to be getting worse and more disjointed." He talks on about how often he has provided guidance on what to draft and how to draft it, but he just can't get through to this officer. Meanwhile, the junior officer has already offered his view: "My supervisor's guidance is usually rushed and invariably unclear. He keeps changing his mind about what he wants and has never taken the time to show me line by line, paragraph by paragraph, what needs to be done."

In a different political section half a world away, the same scenario is played out with slight variations: the junior officer is distressed that his supervisor has no time to discuss drafts at all, but fundamentally revises them regularly. The revised drafts are then sent to the deputy chief of mission, who drastically changes the changes wrought by the political counselor. He concurs with the political counselor's assessment that the drafter can't draft; neither of them focuses on the fact that the deputy chief of mission has revised the counselor's draft as much as the counselor had revised the original draft.

In yet a third embassy, experienced mid-level officers struggle to keep up with the demands of a busy section. The quality of their product is good, but they complain that they're left out of the loop: the pace is so frantic that intra-office communication is fragmented and, at times, incoherent. They work hard to

divine what's expected in a draft, but supervision is lost in the hustle to put out daily fires. High-profile meetings are reserved solely to the counselor and the deputy—even if the lower-level officers will later be expected to draft memcons based on their supervisors' scribbled notes.

In yet a fourth post, the political counselor waxes rhapsodic about his staff. The only hitch is that his staff is churning out drivel. "Well, yes, as a matter fact," he concedes grudgingly, "the quality of the cables isn't all that good, but the officers are still young and learning." Is he teaching them? "Of course, all the time." Except that they're not aware of this teaching, and aren't even aware that their product needs improving.

The visa quagmire: "Our junior officers are the best in the Service. They all work hard, and those in the consular section perform a really important function which we all appreciate." This is a common refrain among post managers when they're asked about their junior officers. And then the kicker: "Of course, some of them are a bit too zealous. They lack the experience to balance important policy interests against the blind pursuit of visa rules. Some just can't seem to understand that keeping contacts happy and the host government satisfied are important objectives." But: "We do sympathize with their daily struggles, and we do all we can to make them part of the wider mission community. We even had a rotational program for some of these officers, but the demands of their jobs forced us to curtail the program. Too bad. We even invite them to official functions—at least on the Fourth of July."

Here are some other enlightening front office comments. Says one supervisor: "We'd like to have a rotation program for the consular officers, but by the time a junior officer really knows the ropes and the contacts, it's time for him to return to the visa line. It's just not cost/time-effective." Says another: "My door is always open. Well no, I don't meet regularly with the junior officers. Am I supposed to?" Says a third: "I'm very concerned about morale in the consular section. Yes, I did go down there to take a look at consular operations—some time last year I think." And a fourth: "I'd like to personally do each one of

'The only hitch is that his staff is turning out drivel . . . Is he teaching them? "Of course. . . ." Except that they're not aware. . . .'

their E.E.R.s [employee evaluation reports], but I really have so little contact with the junior officers in the consular section. What would be the point?"

Substandard administrative services: Initial observations from post managements around the world: "This admin section is top-notch, simply the best in the region." "Morale is remarkably high and the general services officer gets all the credit." "I've never seen a more service-oriented admin staff—and they've received the awards to prove it." Then a few weeks later, after management has been apprised of the real situation at a particular post: "Really, I had no idea morale was so bad." Or: "Well, there are always some complainers." Even: "Yes, I'm fully aware of some problems in the admin section, but we rely on the admin counselor to handle them; we handle policy."

Secretarial disservices: Supervisory attitudes towards, and treatment of, secretaries can be described in a single word: bewildering. Secretaries are too often relegated to one of two equally dysfunctional categories: as scrap iron or as finest porcelain. As scrap iron, they're a "sometime thing" to be used or neglected as supervisors see fit. Frequently underutilized,

'Secretaries are too often relegated to . . . two dysfunctional categories: as scrap iron or as finest porcelain'

some are frustrated by their supervisors' reluctance to let them take on greater responsibilities. As porcelain, they're viewed as too fragile to be reined in. Some supervisors seem genuinely intimidated by their secretaries, unable to evoke from them a requisite degree of support. In only rare instances do I find secretaries treated as competent professionals, deserving of support, while being subjected to an appropriate level of discipline.

And now, a pop quiz

Question: What do the following comments all have in common?

—"She is the most difficult secretary I've ever worked with."

—"I keep working with him on his drafting, but he just doesn't have what it takes."

—"Although her performance is good, she can't get along with her peers."

—"He's been late at least one day every week this entire year."

—"My admin officer has no idea what the word service means."

—"Policy sense? I'd be happy if he just had common sense."

Answer: None of these comments ever appeared in the E.E.R.s written on the employees in question. Worse, few of these comments, even toned-down, were ever raised during counseling sessions with these employees.

Correcting E.E.R.s is the most difficult aspect of an inspector's job. An I.E.R. [inspector's evaluation report], sometimes referred to as an "honest E.E.R.," must be drafted on all ambassadors, deputy chiefs of mission, and principal officers. But a corrective, optional I.E.R. can also be done on anyone at post. That is, when the chasm between actual performance and the performance as described in an employee's E.E.R. is too wide, an inspector can draft an I.E.R. which, after careful vetting within the Office of Inspector General, is placed in the employee's permanent file.

When an I.E.R. is done to reward good performance, the inspection team feels a sense of accomplishment. When an I.E.R. must be done to document poor performance, we don't feel much of anything. Indeed, this is such a drastic measure that, in the seven inspections I've been involved with, only three such I.E.R.s were drafted—and that was a new

record. The irony, of course, is that an I.E.R., no matter how gently written, is more damning than an accurate E.E.R. would have been. Recognizing that the rating officer shares the blame for a false E.E.R., the Office of Inspector General is now instituting a new policy mandating that a corrective I.E.R. be placed in the permanent file of the rating officer as well.

Debunking the myths

Like any community, the Foreign Service has over the years developed its own peculiar mythology, complete with its pantheon of *ubermenschen*. One of the more enduring myths, rarely actually articulated but deeply believed, is that good reporting officers make good managers. Or at least that a bright officer, given enough training, can make the transition from energetic, competent subordinate to energetic, competent supervisor. Management training, no doubt, has some merit, but the plain cold fact is that some brilliant substantive and staff officers simply are incapable of becoming brilliant managers and leaders.

Another myth is that good management and interpersonal skills go hand in hand. When my first team leader first noted there was a distinction between the two, I was convinced she was a monster. Only several months later, after inspecting managers who were accessible and concerned but still couldn't get posts to run well, was I willing to concede the wisdom of her cynicism. Listening attentively and being sympathetic may make for a good therapist, but not necessarily a good manager.

Yet another myth is the widely held view that the best officers go to the best posts (i.e., the posts most hotly competed for). Some jobs clearly attract more competition than others but, unlike in the marketplace, competition in the Foreign Service doesn't guarantee selection of the best person. The substantive officers in the three geographic bureaus I inspected were all about equal in terms of the quality of their performance. Draftsmanship and policy sense at the European posts were no better than at the African or East Asian and Pacific posts. Conversely, administrative support in Africa wasn't particularly better than elsewhere. What soon becomes clear, however, is

'The plain cold fact is that that some brilliant officers are incapable of becoming brilliant managers and leaders. . .'

that a masking effect comes into play. In a large European post, a poor draft is so thoroughly vetted that the final product is usually (but not always) very good, whereas at a small African post, fewer officers review the original draft. Similarly, while administrative officers in Africa may not be much better than their counterparts elsewhere, the hardships in Africa compel the post community to be more tolerant when things go awry.

A last suspect bit of Foreign Service lore: the premium placed on substantive expertise. While substantive knowledge certainly is valuable, its worth is appallingly inflated. Knowing a country too well can be almost as much a hindrance as an asset in pursuing U.S. policy interests. Inspectors are at a distinct disadvantage in addressing (and redressing) policy issues, because we usually lack much substantive knowledge. But this flaw is largely offset by a genuine disinterestedness in the host government. Thus, in one notable report, we could view more objectively evidence as to whether the host government was truly "fully cooperating" with the United States on narcotics interdiction. Similarly, we could urge the return of the Peace Corps to a country where the Department's reluctance to support its return was based on arguably unsound policy

'Managers too often shirk their responsibility to find solutions to personnel problems. Instead, they cross their fingers. . .'

grounds. While the Office of the Inspector General pays considerable deference to those with expertise, the office serves a useful function as both policy and management consultants who have no vested interest in issues of importance to the United States.

Summa inspectologica

As patriotism is the last refuge of scoundrels, policy has become the last refuge of poor managers. At post after post, aloof ambassadors, policy-fixated deputy chiefs of mission and political and economic counselors extraordinaire are so caught up in formulating, implementing, devising, crafting and pursuing policy that management frequently gets shunted aside. Even the most basic tools for training and developing personnel are ignored or eviscerated: counseling of staff is sporadic, taking time to teach the basics of good draftsmanship more rare, while the abuse of E.E.R.s is appalling. Managers too often shirk their responsibility to find solutions to personnel problems. Instead, they cross their fingers, write stellar E.E.R.s (nearly everyone drafts like Hemingway, leads like Washington and has the people skills of Jesus of Nazareth) and count the days until the bad officers and secretaries leave post. Assuredly, there are some remarkable exceptions. Some ambassadors, deputy chiefs of mission and counselors of embassy do deal directly with problems and take time to train their staffs. Some actually are committed deeply to maintaining high morale and to ensuring efficient operations. But these exceptions only make the indictment more damning: Since some Foreign Service officers can manage well and still promote U.S. policy interests, there's less excuse for the failure of the many. Good management and good policy implementation need not be an either/or proposition.

All this criticism of post personnel is not to suggest that inspectors don't also stumble; they emphatically do. Indeed, one oft-repeated stumble of the Office of Inspector General involves the inflated value placed on policy implementation in inspection reports. Since all inspection teams are led by officers of ambassadorial rank, there's an overriding desire to ensure a "fair" report. (Thus, when an inspection report unduly stresses the superb policy sense of a front office, it's

usually a safe bet that this compliment is intended to soften criticism of a post's poor managerial performance.) On balance, however, given the Schillerian obstacles against which they contend, inspection teams do a good job, providing an important, if sometimes painful, service to the Department.

Good side and dark side of inspecting

Because of the nature of an inspection, all members of an inspection team quickly become immersed in all aspects of the inspection. While the political and economic sections were my primary focus, I was also involved in evaluations of the administrative, consular and front office functions. All issues were team issues, and all findings and recommendations were thoroughly—sometimes acrimoniously—discussed among team members. The respect with which the other team members listened to my views on administrative and consular issues genuinely surprised me at first. Equally surprising—and far more disturbing—was their assumption that their views on policy issues were also welcomed. Of all the nerve. . . .

But their perceptiveness often matched their audacity, and I found their fresh perspectives on substantive issues enlightening. At the same time, their patience in explaining the seriousness of an administrative mishap or a consular impropriety provided me a wealth of expertise on post operations that even full tours in these functions could not.

The real challenge for a substantive inspector comes in the last days of the inspection, during the frenzied, collaborative effort to draft an inspection report. (As a courtesy to the inspected post, the draft report is always left before a team's departure.) This usually requires the political/economic inspector to draft the policy/implementation portion of the report, as well as editing the resource-management and management-controls sections. Pontificating on policies unfamiliar to me only a few months earlier, while cobbling together the drafts of five other inspectors into a coherent, concise and—with a little effort—entertaining document, is a pleasurable stressful experience. Getting the job done without bruising facts or egos along the way adds an



Halloween without dad: Isaac, wife Sharon and Alexis.

especially demanding dimension to the task.

But there's a dark side to inspecting. Apart from making a few enemies—an inevitable occurrence in any event—the real drawback is the travel. Single, divorced, even happily-married childless officers seem to revel in the travel. But if you're among the many with working spouses and children still too small to despise their parents, then the travel is maddening.

The first inspection I did lasted eight weeks, which meant missing the autumn

leaves, picking apples and Halloween. The second inspection began after the Christmas holidays in late January. Fearful that my children would again assail me with how stupid my job was, I delayed telling them about the second trip until a few days after Christmas when, I calculated, the holiday spirit would make the announcement less traumatic.

Summoning up all my courage, I saw the two of them at the table and casually mentioned that I would be leaving for another eight week trip, this time to Lagos and Ouagadougou. Isaac, being nine and male (a trying combination), feigned nonchalance and simply sighed heavily. But Alexis, plainly appalled at what she heard, opened her eyes wide, looked at me as if I had struck her in the face, and asked me to repeat where I was going.

I quickly concluded that I had just ruined our Christmas holiday as I sadly repeated that I would be going to Lagos and Ouagadougou (pronounced "Wah-gadoo-goo"). Then, with a look of genuine disbelief and confusion, she asked in wonder: "Daddy, why do you have to go all the way to Lagos to walk in doo-doo?" ■

'Apart from making a few enemies—an inevitable occurrence in any event—the real drawback is the travel. . . (It's) maddening. . .'

LIFE IN THE FOREIGN SERVICE

A macabre find: a Flying Fortress from World War II

BY ROBERT W. (BILL) FARRAND

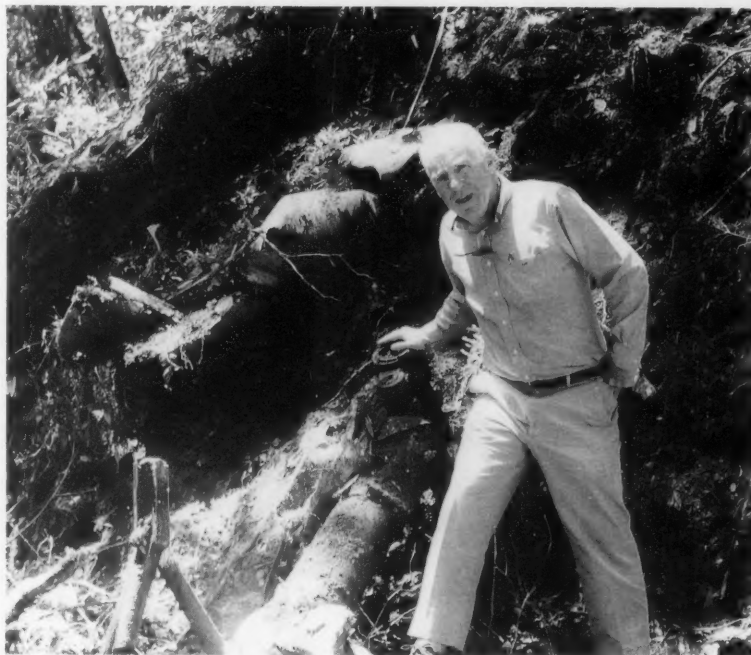
The author is the U.S. ambassador to this nation on the large island north of Australia.

The B-17(F) Flying Fortress was returning from a World War II bombing run on Japanese installations in northern New Guinea when, unaccountably, it became separated from its squadron. It slammed into the side of an 8,000-foot mountain above the gold mining village of Wau. This was on September 15, 1943.

Forty-nine years later, in October, 1992 the twisted wreckage of the World War II bomber was discovered in dense tropical undergrowth, high on the mountainside. Its location was reported immediately to the U.S. embassy in Port Moresby. We informed the U.S. Army's Central Identification Laboratory in Hawaii, where wheels were set in motion to send a team of forensic experts to the crash site to identify, if possible, the remains of the B-17's 11-man crew.

Last August 16, the embassy defense attaché, Army Major Mark Swaringen, and Air Force chief master sergeant Allan Carlson accompanied me to the site of the crash, to observe the investigation already underway by the 12-man forensic team. After flying by helicopter for 30 minutes over lush rain forest, we touched down on a rickety pad of logs on the mountainside. Before landing, however, we circled the crash site. We could discern, from 1,000 feet, the rough outlines of the Flying Fortress' impact—exactly 49 years and 11 months ago to the day.

On the ground we were met by the forensic team leader, Army Captain Marshall Nathanson, who led us up a steep path to where his men had cleared the undergrowth and laid out a precise lattice-work grid of plastic markers, like those used by police back home. The stark, mute evidence of the tragedy which took the lives—probably instantly—of all 11 American airmen lay about us. A partial wing was crumpled against the ground like tinfoil, and a huge wheel strut with



The author, his hand on a giant wheel strut of the crashed Flying Fortress.

the tire still intact lay torn from the wing, 200 feet away. A propeller lay twisted against the hillside above the wreckage, and parts of the hull, engines and fuselage could be seen. Some were covered with moss, some not, depending upon whether they'd been disturbed over the years by local tribe members looking for small arms and ammunition.

The forensic team had contracted with David Clark, an archaeologist at Catholic University in Washington, to assist in identifying whatever human remains might be found. Everett Moore, a physical anthropologist, joined the team later from a recovery operation in Laos. Bruce Hoy, a noted Australian specialist on World War II aviation in Papua New Guinea, was also on the team. Both Mr. Carson's and Mr. Hoy's notebooks were already crammed with detailed commentary when we arrived. The scattered parts of the aircraft had been photographed and carefully mapped on a paper overlay which replicated to scale the lattice-work grid on the ground.

Using methods peculiar to their art

and with the help of three Papua New Guinean Defense Force soldiers, whose ability, according to Mr. Clark, to differentiate between bits of wood and pieces of human and animal bone were "uncanny," the team had gathered bone fragments from at least two bodies and parts of the crania—called "skull-caps"—from 8 of the B-17's 11 crew members. The names of the crewmen were listed in Army Air Force records. The problem, thus, became one of tying individual remains to the names, insofar as possible. We were told that, from the absence of large pieces of the wing or fuselage, it could be inferred that the impact had occurred with terrific force. In fact, the presumption was that the plane had been at full throttle when it met the mountainside. Large trees had sheared off the huge bomber's wings, tearing the engines and wheels from their mounts and whiplashing the fuselage around so that the tail section actually separated from the aircraft's body. It was thrown hundreds of feet away, to the other side of a craggy ridge.

As the team sifted through the



Fragment of a human leg bone (femur) found at crash site.



Team member holds a boot in which the bones of five human toes were found. The stitching had deteriorated but the leather had not.

debris-strewn soil, using small diamond-shaped trowels, pails and screens, the grim story unfolded. From scattered parts it could be determined that the aircraft's bomb release hatches were open on im-

pact, thus confirming that the plane was on its way back to Port Moresby from a bombing mission. Painted symbols on a fragment of the fuselage near the cockpit revealed the B-17's nickname as "Listen Here, Tojo!" and testified to the completion of more than a dozen bombing missions, with at least three enemy ships sunk and as many more damaged. Thus, the Flying Fortress, although only 15 months from its commissioning in June 1942, had been manned by an experienced battle-hardened crew when it met its end.

Because they were south of Lae and presumably out of range of enemy fighters, the crew could have been in a relaxed, even elated mood, confident that in less than an hour they would be touching down at Jackson's Field, their base outside of Port Moresby. Why, then "Listen Here, Tojo!" had pulled out of the formation in which it was flying at midday with three other B-17's will probably never be known. Thunderstorm? Fog? Fuel tanks empty? Impossible to say. But what is known, and what I marveled at, was the fact that a half-century later a team of dedicated, professional Army, Air Force and Marine personnel were painstakingly, even reverently, sorting through and analyzing every piece of the bomber's wreck-

age in search of physical remains of its crew.

Using talents from many disciplines—medical, anthropological, archaeological, legal and forensic—the team has since its formation in the 1970s developed a set of ingenious procedures bordering on art which, when combined with sheer hard work and an element of luck, frequently result in the identification of long-since forgotten human casualties of war. The very idea that American families are being notified 50 years later that the remains of their loved ones—husbands, fathers, brothers, uncles—have been located and identified in the places where they died is nearly incredible.

According to Mr. Hoy, there are over 600 verified sites of downed World War II American aircraft in Papua New Guinea's mountains and rain forests. A large number of these crash sites have already been visited by forensic teams and the remains of dozens of American aviators and flying crews identified. Judging by the care and devotion displayed by the team that day, more human remains from the war will surely be found in Papua New Guinea.

Postscript: The team commander, Army Colonel William Jordan, informed me on September 1 that his team at the crash site in Wau had recovered remains of all 11 B-17 crew members and had now positively identified 4 of them based on teeth and jaw fragments.

Our embassy in Port Moresby has been heavily engaged in commemorating World War II events in the Southwest Pacific. Working closely with the Department of Defense and the U.S. commander-in-chief in the Pacific, as well as with U.S. veterans groups, the embassy, in conjunction with the now-closed U.S. embassy in Honiara, helped plan and execute ceremonies commemorating that epic, six-month battle during the Second World War. General Douglas MacArthur's arrival in Papua New Guinea 50 years earlier was commemorated in Port Moresby on November 6, 1992. Finally, the World War II presence of U.S. troops in the New Hebrides (now Vanuatu) was commemorated in Port Vila, last May 26-28. James Michener, as a young Marine, wrote his famous "Tales of the South Pacific" while serving in the Hebrides. Vanuatu's island of Ambae was Mr. Michener's model for the mythical "Bali-Hai." ■

RETIREES' CORNER

Retirements appear to be increasing

This article inaugurates a new section of the magazine aimed at providing news to the growing number of retired and soon-to-retire Foreign Service and Civil Service employees. Coordinating and writing the material is the staff of the Office of Retirement and Career Transition. Suggestions for what might be included should be addressed to the Career Transition Center, 3330 North Washington Boulevard, Suite 350, Arlington, Va. 22201. This is State Annex 30. The telephone number is (703) 235-4240.

The retirement rate has declined somewhat following the January 1991 pay increase for the Senior Foreign Service and Senior Executive Service, but now seems to be on the rise once again. There were 234 Foreign Service retirees in 1990, 205 in 1991 and 169 last year. State Department Civil Service retirees for the three years numbered 88, 44 and 63, respectively. For the first nine months of this year, there were 168 Foreign Service and 68 Civil Service retirees, compared with 129 and 37 during the same period last year. The number of Senior Foreign Service retirees during the nine-month period rose from 25 to 42. Five members of the Senior Executive Service retired during the same nine months of 1992, and four retired in 1993.

Earlier this year, federal budget legislation was enacted which deferred payment of the cost-of-living adjustment for Civil Service and Foreign Service retirees for three months during 1994, 1995 and 1996. Ordinarily, retirees receive adjustments effective December 1 of each year, payable in the annuity payment dated January 2. For the next three years, delayed cost-of-living raises will appear in annuity checks dated April 1 instead of January 2. There is no change in the method of computing the cost-of-living adjustments.

Another provision of the budget legislation moderated the cost of electing a survivor benefit for a spouse whom one married after retirement. This provision applies in the "new" Foreign Service Pension System and to retirees in both the "old" and "new" Civil Service retirement

programs, but not to retirees in the "old" Foreign Service Retirement and Disability System. Details will be furnished by the Retirement Division on request.

There are frequent questions about the predicted retirement rate starting next January, when senior officers become eligible for the full benefit of their 1991 pay raises. Because very few prospective retirees announce their plans more than a few weeks ahead, there are no precise projections. The relationship between counselors and those planning to retire is confidential; no formal record is kept of casual inquiries about retirement, or expressions of intention, until papers are submitted.

As of presstime in early October, plans for a U.S. Government-wide "buyout" added additional uncertainties. If approved, this special incentive period is expected to involve a three-month "window," by the closing time of which those taking advantage of the buyout would have to be off the rolls. The amount of the buyout payment would be \$25,000 for almost all those eligible, but some relatively low-salaried employees might receive less. U.S. Government agencies and departments are expected to be given some flexibility to establish their own rules for the buyout.

For Civil Service employees only, in addition to the buyout, a more broadly-

Retirement office is focal point

The Retirement Division, in Room 1251 Main State (202-647-9315), is the primary point of Department contact for all retirees. Foreign Service retirees and survivor annuitants are assigned to a retirement counselor alphabetically. The counselors compute initial retirement estimates, assist those in the process of retiring with the paperwork and, at the time of a retiree's death, make arrangements for benefits to be started for survivor annuitants.

Retirement benefits for U.S. Civil Service retirees are centralized in the U.S. Office of Personnel Management, but they may receive initial annuity computations and counseling at State's Retirement Division. □

defined "early-out" was in the works. The early-out would allow certain Civil Service employees to retire voluntarily with 25 years service at any age, or with 20 years of service at age 50. Like the buyout, the early-out would be offered only on a temporary basis, presumably also during a three-month window. Assuming Congress gives legislative approval, these incentives would be offered as part of the administration's overall plan to downsize Government by 12% over the next six years.

Those who have submitted their retirement papers may, of course, withdraw them at any time up to the planned retirement date. For the time being, most senior officers of both services seem to be keeping their options open. We have no basis on which to make even an informed guess on how many seniors or other Foreign Service and Civil Service personnel eligible for retirement may opt for the buyout, if it is offered. Our best guess is that the overall senior officer retirement rate will continue to increase over the next few years, but not sharply.

Retirement seminars

Career Transition Center staff are responsible for producing the quarterly one-week Retirement Planning Seminar and the three-month Job Search Program which immediately follows it. The center serves all of the foreign affairs agencies. After the State Department, the largest number of participants come from A.I.D. and U.S.I.A.

The most recent Retirement Planning Seminar, held the week of September 27, attracted 255 participants. Next year, the seminars are scheduled for the weeks of January 24, April 25, June 27 and September 26. Retirees in the Washington area are welcome to drop in for the lectures. Schedules may be obtained about three weeks before the starting date, either at the Career Transition Center or from the Retirement Division in Main State.

The job search class which began four weeks of intensive training on October 4 with 71 participants was expected to be the largest since the program began in its current incarnation in 1984. A number of prospective retirees withdrew at the last minute, however, for various reasons, including uncertainty over the prospective buyout. ■

DEPARTMENT OPERATIONS

Here are some ways to influence how you're rated

BY JOHN E. HALL

The author is director of the Office of Recruitment, Examination and Employment, Bureau of Personnel.

I had the privilege this past summer of serving on one of the annual Foreign Service selection boards. I found that you learn a great deal about employee evaluation reports (and about our profession) from reading hundreds of them at a sitting.



Mr. Hall

Herewith a few observations on the subject which may, and should, interest those in the Service. But let me reveal one of my most important conclusions up front. Namely, your Foreign Service career is your own—to foster, to advance, to protect or to neglect. If you don't take the time and make the effort to participate in the management of your own career, it can't possibly be managed to your satisfaction. Read on. I'll give you some clues later as to just how to do so!

The quotes below are taken from employee evaluation reports read by my panel. Names have been expunged to protect the innocent—and the guilty.

Defend thyself!

—"I know I have excellent negotiating skills . . . Although this is a stretch assignment, I never doubted my ultimate success."

Sound familiar? If so, you should be aware that such modesty in your rated officer's statement gave me a clear, if not necessarily accurate, view of you. Remember that people like me—people who must assess your potential and identify the best, and the worst, within your peer group; people who don't "know" you except through a paper performance file—will be

reading what you write in your employee evaluation report, basing judgments on what they find there. You should always tailor your written work to the anticipated audience.

—"I merit serious consideration for promotion."

And you got it. Or: "I hope I earn what I deserve." Rest assured—you did. I suspect that my board was no different than each of the others this year. We took our work seriously; we studied the 200 files given us with great care; we debated openly and extensively; and in the end, we made our judgments—often with considerable difficulty and soul-searching. This year's promotion list reflects those judgments. "Management" made no attempt to influence us for or against any candidate.

Oops!

—"X is smart, but doesn't know quite as much as he thinks he does, and he lacks judgment."

—"X has demonstrated the potential to perform effectively at the next higher level and, with a consistent energy level, could realize that potential."

—"His writing needs work to reach the level of his peers, let alone elegance."

If I found such passages in report on me, I'd perk up and take notice. Such comments hint at an aspect of the employee's approach to his or her work worth further review.

And comments such as these present the rated officer with a critical challenge. Namely, whether and how to respond in your own statement in Section VI of the form. After reading 200 files, and probably 1,000 reports, I understand why that section is referred to as "the suicide box."

Never write your Section VI in the heat of passion. And never leave it blank, or largely blank. As a board, we were as interested to understand your view of your own achievements and promise, as well as the views of others writing about you. Don't short-change yourself.

—"X needs to learn to type. Now. Period."

And don't we all? An interesting reflection on the U.S. Foreign Service 1993. Or: "I urge her to continue vigilant in curbing any latent perfectionist tendencies." Like so many entries in the "area

for improvement" portion reports I read, these passages suggest that rating officers often are reluctant to look the employee in the eye. Comments such as these, and others which focus on seeing forests and/or trees; on not taking on more work than the officer can handle; on keeping supervisors informed (although no operational problems ever arose when such communication got slipshod)—such "areas for improvement" weaken the report, and leave the selection board member wondering what failures the rater is trying to cover up.

Some officers take that box seriously—and, in so doing, do a service to the Service, to the rated officer and to the selection board. For instance:

—"Bureaucrats, particularly minor bureaucratic details such as procedures for representation vouchers, travel regulations and assignments have never been important to X."

—"A local businessman sued the cousin of our consular assistant for failure to deliver promised visas."

—"It is a joy to have an officer who is eager to volunteer for every damned dirty job in the mission."

—"X can take a mundane task and turn it into a journey into the unknown."

—"Her writing has been adequate for the demands of this post which, of course, have not been very taxing."

—"X has to do better in letting us know what he has been involved in, if only so we all know how hard he is working."

—"X enters the home stretch of his assignment with the distinct impression that he is highly effective as a debating opponent, procedures specialist and expeditor, and would be more comfortable in a job which uses these skills."

So in this profession of words, this particular process with words is important to us all. Give it the attention it merits.

Participate

Remember that part of the annual evaluation process is your ensuring that you get a report each rating period. We were astounded at the frequency with which we ran across unexplained "missing" years in the performance files. In a couple of cases, three of the last five

—(Continued on next page)

EQUAL EMPLOYMENT OPPORTUNITY

Secretary issues message on equal employment

In a memorandum for all Department employees on September 13, Secretary Christopher said:

"As we explore ways to enhance the overall mission of the Department, I will be paying particular attention to the Department's efforts in the areas of equal employment opportunity and civil rights as they pertain to our Civil and Foreign Service employees and to applicants for employment. While progress has been made toward greater diversity, much remains to be done. The workforce of the Department should reflect the diversity of the American people and be representative of women and minorities at all levels.

"The Department must accelerate its efforts to ensure that we not only recruit but also retain a work force that reflects America's diversity. To this end, I call on everyone, particularly managers and supervisors, to be actively involved in eliminating barriers where they exist, and ensuring the proper and affirmative utilization of all employees. Managerial and supervisory performance should be evaluated seriously and accurately to comply with this requirement.

"All employees have the right to work or seek employment in an environment governed by merit principles and free from unlawful discrimination or reprisal based on race, color, national origin, sex (including sexual harassment), age, religion, or handicap. In cases of allegation of discrimination, the investigation and resolution of such allegations shall be handled promptly and impartially. Particular emphasis will be placed on the fair and equitable resolution of long-standing employment issues that adversely affect women and minorities. In instances where employees have conducted themselves contrary to Department policy, the imposition of sanctions, consistent with federal personnel policy, will be mandated.

If the Department is to be effective in promoting American principles of democracy through our foreign policy, then we must lead by example, and make concerted efforts to ensure fair and equitable

treatment of all employees, applicants for employment and others who benefit from our programs and activities. We must be committed to the principles of equal employment opportunity, affirmative action and diversity in the workforce.

"Together we can all help to create a State Department workforce that is truly representative of America." □

Small business

The Office of Small and Disadvantaged Business Utilization will sponsor an exhibit on November 17 in the Department's Exhibit Hall featuring the technologies of small, disadvantaged and woman-owned businesses. It will be open from 10 a.m. to 2 p.m. For information, call (703) 875-6822. ■

Evaluations

—(Continued from Page 18)

years were simply unaccounted for—blanks. In others, one or two years weren't documented. It's very difficult to recommend you for promotion when we have no idea what you've been doing, where or how well.

You have the right to view your own performance file; contact your personnel counselor. The Bureau of Personnel does its very best to ensure that boards like mine won't find such blank spaces, but remember that we're each in charge of our own career to a considerable extent. Take charge.

And pay attention, too, to your personnel audit report (P.A.R.). We each have the chance annually to make sure ours is correct. Boards understand that P.A.R.s aren't totally reliable, but we found many with obvious errors and/or omissions, who knows how many we didn't spot? If you wish to impress a selection board, don't contribute to its confusion by neglecting common sense.

Don't allow your rater or reviewer to write the same thing about you year after year. It happens, and it can only leave a board wondering why you didn't grow, why your work didn't change. Would you be inclined to recommend for promotion someone who'd simply stood still for years?

We ran across several cases of officers who, although in one cone, were obviously more comfortable, and would have been more competitive, in another. Think about how you want to spend your career, and position yourself—in part through the coning process—to be where you want to be.

And if you have experience in more than one field of Foreign Service activity, consider applying for the multifunctional skill code. Those who have it compete twice for promotion each year, not just once, and are competed on two different bases and against two different peer groups. You can't lose by adding 0060 to your skill codes.

Actively

I hope these observations give you a flavor of the selection board process, and some helpful clues on how to wow your board. Perhaps one simple thought sums it all up. Involve yourself actively in your own professional future. If you play your part, the boards can most fairly play theirs. ■

New software

—(Continued from Page 5)

needing to be rushed, and will provide users with the same operation they've learned."

Domestic and overseas contracting officers will continue to receive support from the procurement executive with this new release. Shirley Johnson, operations specialist, deals directly with procurement officials around the world to provide help in using the software. Her phone number is (703) 516-1693.

The software should be received by all procurement offices during the first quarter of this fiscal year, Mr. Black said. ■

State-ing the facts

BY BARBARA QUIRK

—To reach this executive office, you have to ascend a spiral staircase. Which office is it?

(Answer on Page 40) □

EDUCATION & TRAINING

Schedule of courses at the Foreign Service Institute

Program	Nov.	Dec.	Jan.	Length
AREA STUDIES: INTENSIVE COURSES				
Canada (AR 129)	—	7	—	2 1/2 days
Africa, sub-Sahara (AR 210)	—	—	31	2 weeks
East Asia (AR 220)	—	—	31	2 weeks
Latin America/Caribbean (AR 230)	—	—	31	2 weeks
The Pacific islands (AR 238)	—	7	—	2 1/2 days
Near East/North Africa (AR 240)	—	—	31	2 weeks
China (AR 250)	29	—	—	2 weeks
South Asia (AR 260)	—	—	31	2 weeks
Southeast Asia (AR 270)	—	—	31	2 weeks
Successor states to Soviet Union (AR 280)	—	—	31	2 weeks
Europe (AR 290)	—	—	31	2 weeks

AREA STUDIES: ADVANCED COURSES

Andean (AR 533)
 Arabian Peninsula/Gulf (AR 541)
 Balkans (AR 583)
 Baltic states (AR 584)
 Benelux (Netherlands) (AR 595)
 Brazil (AR 535)
 The Caribbean (AR 538)
 Central America (AR 539)
 Central Asia (AR 586)
 China (AR 521)
 Eastern Africa (AR 511)
 Fertile Crescent (AR 542)
 Francophone Africa (AR 513)
 Francophone East/Central Africa (AR 517)
 Francophone West Africa (AR 516)
 French-speaking Europe (AR 592)
 German-speaking Europe (AR 593)
 Greece/Cyprus (AR 589)
 Haiti (AR 536)
 Hungary, Czechoslovakia (AR 582)
 Iberia (AR 591)
 Indonesia (AR 571)
 Italy (AR 594)
 Japan (AR 522)
 Korea (AR 523)
 Lusophone West Africa (AR 514)
 Malaysia (AR 575)
 Mexico (AR 531)
 Mongolia (AR 524)
 Netherlands (AR 595)
 Northern Africa (AR 515)
 The Philippines (AR 574)
 Poland (AR 587)
 Russia, Ukraine and Belarus (AR 581)
 Scandinavia (Nordic countries) (AR 596)
 South Asia (AR 560)
 South Caucasus (AR 585)
 Southern Cone (AR 534)
 Southern Africa (AR 512)
 Thailand, Burma, Laos (AR 572)
 Turkey (AR 543)
 Vietnam/Cambodia (AR 573)

These courses are integrated with the corresponding languages and are scheduled weekly for three hours. Starting dates correspond with language starting dates.

LANGUAGE AND ADVANCED AREA COURSES

French (LFR 100)	22	—	3	24 weeks
Spanish (LQB 100)	22	—	3	24 weeks

FAMILIARIZATION AND SHORT-TERM (FAST) COURSES

—(Continued on next page)

2 courses cover writing skills

The Foreign Service Institute is offering two courses for employees who want to improve their writing skills. "Drafting Correspondence," for those at the GS-5-8 and FS-8-6 grade levels with no drafting experience, will be given November 15-19, February 22-25 and June 27-July 1.

"Writing Effective Letters and Memos," for those at the GS-9-12 and FS-7-3 levels who prepare correspondence but need a refresher course, will be offered January 10-14, March 7-11 and July 11-15. To apply for either course, call at least two weeks before the class begins, (703) 302-7137. □



Speaking skills

"Effective Speaking and Listening Skills," an 18-hour course, will be offered at the Foreign Service Institute, November

8-19, March 14-25 and August 15-26. Participants will give short speeches and receive individual attention.

For information, call Kathy Bleye, (703) 875-7277. □

Security overseas seminars are scheduled

A "Security Overseas Seminar" for employees and family members is being offered at the National Foreign Affairs Training Center. The course, which covers safety and survival strategies, is required for Foreign Service employees every five years.

Sessions of the seminar are scheduled for November 8-9 and 22-23, December 6-7, January 10-11 and 24-25, February 14-15, February 28-March 1, March 14-15 and 28-29, April 11-12 and 25-26, May 9-10 and 23-24, June 6-7, 13-14, 20-21 and 27-28, July 11-12, 18-19 and 25-26, August 1-2, 8-9, 15-16, 22-23 and 29-30, September 12-13 and 26-27, October 17-18, November 7-8 and 21-22 and December 5-6.

Sessions for elementary-age children and teens are offered concurrently with the sessions for parents on June 20-21 and 27-28, July 11-12, 18-19 and 25-26 and August 1-2, 8-9 and 15-16.

To register, send training form DS-755 to Registrar, Foreign Service Institute, 1400 Key Boulevard, Arlington, Va. 22209, at least three weeks prior to the course. For information, call (703) 302-7269. □

Employee relations

A two-day "Employee Relations Seminar," for Foreign and Civil Service supervisors, will be held at the Foreign Service Institute November 17-18, January 20-21, April 27-28, July 27-28 and August 30-31.

The course covers monitoring of performance, annual and sick leave abuse, disciplinary actions, denial of within-grade increases and probationary terminations. For information, contact Kathy Bleye, (703) 875-7277. □

—(Continued from preceding page)

Program	Nov.	Dec.	Jan.	Length
Russian (LRU 200)	—	—	10	8 weeks
ADMINISTRATIVE TRAINING				
C.F.M.S. budget execution (PA 151) (prerequisite: PA 150)	—	—	24	2 days
C.F.M.S. financial planning (PA 152) (prerequisite: PA 150)	—	—	28	1 day
C.F.M.S. miscellaneous obligations (PA 154) (prerequisite: PA 150)	—	—	26	2 days
C.F.M.S. requisition documents (PA 153) (prerequisite: PA 150)	18	—	20	2 days
C.F.M.S. system overview and orientation (PA 150)	16	—	11	1 day
C.F.M.S. travel orders (PA 155) (prerequisite: 150)	17	—	12	1 day
C.O.R. training for construction projects (PA 125)	—	—	13	2 days
Customer service (PA 143)	—	2	—	3 days
Domestic administrative officer (PA 160)	—	—	26	2 days
F.S.N. classification and compensation (PA 232)	—	—	10	3 weeks
General services operations (PA 221)	8	—	24	2 weeks
	1	13	3	12 weeks
	8	—	10	12 weeks
	15	—	—	12 weeks
	22	—	—	12 weeks
	29	—	—	12 weeks
How F.A.A.S. works at overseas posts (PA 213)	17	—	—	3 days
How to be a certifying officer (PA 291)	Correspondence course			
How to be a contracting officer's representative (PA 130)	Correspondence course			
How to write a statement of work (PA 134)	Correspondence course			
Management controls workshop (PA 137)	—	—	10	3 days
Overseas cashier training (PA 293)	Correspondence course			
Overseas cashier's supervisor's training (PA 294)	Correspondence course			
Personnel course (PA 231)	—	—	3	7 weeks
Property management training for custodial officers (PA 135)	18	—	—	2 days
Training for overseas voucher examiners (PA 200)	Correspondence course			
CONSULAR TRAINING				
Advanced consular course (PC 532)	—	—	10	3 weeks
ConGenRosslyn basic consular course (PC 530)	Continuous enrollment			
Consular orientation program (PC 105)	Continuous enrollment			
Immigration law and visa operations (PC 102)	Correspondence course			
Nationality law and consular procedures (PC 103)	Correspondence course			
Overseas citizens services (PC 104)	Correspondence course			
Passport examiners (PC 110)	Correspondence course			
CURRICULUM AND STAFF DEVELOPMENT TRAINING				
Advanced training of instructors (PD 510)	17	—	—	3 days
Design and evaluation workshop (PD 511)	—	8	—	3 days
ECONOMIC TRAINING				
Economic tradecraft (PE 124)	—	—	18	2 weeks
Export promotion (PE 125)	—	—	31	1 week
EXECUTIVE DEVELOPMENT				
E.E.O. awareness for managers (PT 107)	18	9	—	2 days
Effective public speaking (PT 113)	3	—	—	2 days
Foreign affairs leadership seminar (PT 119)	—	—	30	2.2 weeks
Introduction to management skills (PT 207)	—	—	10	4 days
Performance management seminar (PT 205)	—	1	—	2 days
Supervision for the experienced supervisor (PT 121)	—	—	20	3.5 days
INFORMATION MANAGEMENT TRAINING				
Introduction to Lotus 1-2-3 (PS 118)	18	—	—	2 days
Introduction to PC and MS DOS (PS 111)	15	—	—	3 days

—(Continued on next page)



Program	Nov.	Dec.	Jan.	Length
OFFICE MANAGEMENT COURSES				
Advanced WP + (PK 154)	—	2	—	2 days
Basic WP + (PK 155)	4	7	20	2 days
Better office English (oral) (PK 226)	29	—	24	30 hours
Better office English (written) (PK 225)	—	13	—	40 hours
Civil Service secretarial training for entering personnel (C.S.-Step) (PK 104)	19	—	—	11 days
Drafting correspondence (PK 159)	15	—	—	1 week
Effective speaking and listening skills (PK 240)	8	—	—	18 hours
Employee relations (PK 246)	17	—	20	2 days
Foreign Service secretarial training for entering personnel (PK 102)	9	—	—	13 days
Glossary (PK 151)	—	9	—	1 day
Introduction to Word Perfect 5.1 (PK 510)	15	13	13	2 days
Mid-level Foreign Service secretarial training (PK 302)	—	—	24	2 weeks
Proofreading (PK 143)	—	—	13	2 days
Senior-level Foreign Service secretarial training (PK 301)	29	—	—	3 weeks
Supervisory studies seminar (PK 245)	—	—	10	4 days
T.A.T.E.L. (PK 140)	18	1	11	1 day
Wang Office (PK 161)	17	—	19	1 day
WP + transition (PK 153)	3	—	12	1 day
Writing effective letters and memos (PK 241)	—	—	10	1 week
ORIENTATION				
Department officers (PN 105)	16	—	11	4 days
Foreign Service officers (PG 101)	—	—	3	9 weeks
Foreign Service specialists (PN 106)	—	—	13	17 days
Designated posts (PN 112)	—	—	4	4 days
	—	—	27	2 days
OVERSEAS BRIEFING CENTER*				
American studies (MQ 115)	—	9	—	2 days
Documenting Foreign Service experiences (MQ 701)	—	—	19	1 day
English-teaching (MQ 107)	8	—	—	3 days
Training skills for spouses (MQ 111)	—	—	24	1 week
Introduction to Foreign Service life (MQ 100)	29	—	—	1 week
Marketing spouse talents (MQ 702)	—	—	20	1 day
Post options for employment and training overseas (MQ 703)	—	—	18	1 day
Protocol (MQ 116)	—	8	—	1 day
Security overseas seminar (MQ 911)	8	6	10	2 days
	22	—	24	2 days
Understanding regulations, allowances and finances in the Foreign Service context (MQ 104)	17	—	12	3 days
*Advanced registration required for all courses.				
POLITICAL TRAINING				
Foreign affairs interdepartment seminar (PP 101)	—	—	24	2 weeks
Negotiating art and skills (PP 501)	29	—	—	1 week
Political tradecraft (PP 202)	—	—	3	3 weeks □

FOREIGN SERVICE INSTITUTE—In the new course "Applied Economics for Non-Economic Officers." Front row, left to right: Ricardo Roberto, Cynthia Whittlesey, Paul Sutphin, Julie Kavanaugh, Marilyn Gurian, Leon Weintraub, Peggy Zabriskie, Mary Hayes, John Shearburn, Daniel Goodspeed, Ki Fort, Yvette Wong, Judith Cefkin, Carol Colloton, John Connerley. Second row: Anita Schwarz, Richard Rosenman, Lisa Fox, Andrew Young, Theodore Nist, Liam Humphreys, George Colvin, Janet Beik, Richard Jarvis, Douglas Kent, Bainbridge Cowell, Charles Gurney, Douglas McNeal, Augusto Recinos, James Huskey.

Better English: written, oral

The Foreign Service Institute will offer two courses for clerical employees who want to improve their English skills—"Better Office English: Written," a 40-hour review of grammar, punctuation, spelling, word study and dictionary use, on December 13-23, February 7-18, April 25-May 6, June 13-24 and September 26-October 7, and "Better Office English: Oral," a 30-hour overview of standard English and enunciation, November 29-December 10, January 24-February 4, April 11-22, May 31-June 10 and September 12-23. Applicants should register at least two weeks before the course. For information, call (703) 302-7137. □

Course on skills for secretaries

The Foreign Service Institute will offer a course called "Skills (State Department knowledge, information and learning for secretaries), February 7-11 and June 20-24. It is for Civil Service clerks, typists and secretaries at GS-5 and 6, with at least one year of experience at State. ■

MUSIC AT STATE

Guitarist Cipriani gives a recital in grand style

BY STEVEN ALAN HONLEY

The author, a Foreign Service officer in the Bureau of African Affairs, is the magazine's regular music reviewer.

David Cipriani, a senior majoring in music at St. Mary's College and a student of Charlie Byrd (as well as the son of Department employee Aida Cipriani), continued the "State Of The Arts" series' tradition of featuring talented young performers.



Mr. Honley

Most of Mr. Cipriani's September 29 program in the East Auditorium was devoted to transcriptions (the source of much of the guitar's repertoire), starting with the Prelude and Allemande from his own arrangement of Bach's First Suite for Unaccompanied Cello. Both movements were characterized by careful attention to dynamics and nicely-shaped lines.

Jumping ahead two centuries, he next gave us Scott Joplin's "Maple Leaf Rag" (originally for piano, arranged by Richard Harrison). This was followed by two waltzes (written in the 1950s for harp, and transcribed by Andres Segovia) by the Venezuelan composer Antonio Lauro. A

A concert near you

Future performances in the "State of the Arts" series (the 12:30 p.m. recitals are free) include:

—Wednesday, November 10 (changed from November 3), East Auditorium: Kevin Greaves, guitar (country and western music).

—Wednesday, November 17, Dean Acheson Auditorium: Anna Claudia Agazzi, piano; Alvis Migotto, guitar. □



secure rhythmic pulse saw the artist through very tricky passages in all three works.

The Latin flavor carried over to the next piece, Mr. Cipriani's own arrangement of "Yesterday." What the result lacked in pensiveness, it more than gained in inventiveness.

Mr. Cipriani then concluded his recital in grand style with two movements

from a virtuoso work written for guitar in the early 19th century: Mario Giuliani's Sonata (Opus 70, No. 3).

Given the technical ability, rapport with his audience and sheer musical breadth he evinced in this recital, Mr. Cipriani can look forward to a bright future in both the classical and jazz worlds. This reviewer hopes that he will continue to pursue excellence in both fields, challenging as that will be. □

Reviewer plays

STATE's music reviewer, Steven Alan Honley, presented his fourth annual piano recital at the Department on September 22. His program featured preludes and fugues from Bach's Well-Tempered Clavier (Book I, 1722) and Dmitri Shostakovich's Preludes and Fugues for Piano (Opus 87, 1951). ■

Moscow 1993

Broken-legged man, leaning up against the tile

In Krasnopresnenskaya Metro station; Parisian smell of papyrosa¹—yes, Gauloises

Bleu smell just like that—infesting the lobby

In the hotel, where the bored girl counts out

1200-to-the-dollar rubles, and the TV blasts

Hip-hop to no one listening;

A kid whose coaster-brake is stuck dodging

Potholes on the sidewalk while

Yeltsin screams at Khasbulatov (and vice versa)

On the front page of the Moscow Times;

Stiff spring breezes stirring birch trees on the

Outskirts of town, somnolent in the shadows of

Half-finished apartment buildings as the sun

Takes a long, slow dive at 8 in the afternoon;

12-year-old Scotch alongside cheap

peevo² in the Kiosk window, the seller perusing a skin-mag as

The G.A.I. stroll by, batons idly slapping thighs;

The shell-shocked on the circle line, still Somehow coming to grips as they ride out to hawk

Surplus Red Army stuff at Ismailova Park,

Push and shove like they always did, Hurrying to wait and then wait some more.

The argument everywhere is what they're waiting for.

I hand a 1,000-ruble note to the broken-legged

Man, get a no "spaseebo,"³ hurry on by, and wonder

If he'll manage before dark to get up off

That floor, buy some vodka or a voucher,

In short, seize the day Before the note becomes a sparrow and it gets away.

—KELLEY DUPUIS

¹Cigarette

²Beer

³Thank you □

FOREIGN SERVICE PERSONNEL

Appointments

Ferrante, Edith Decia, Dublin
Keene, Carolyn W., Brussels,
European Community

Transfers

Abbott, Lucy K., Foreign Service Institute, Economic-Commercial Training, to Sanaa
Adams, Linda K., Career Mobility Program to Bamako
Adams, Victor R., Bureau of Administration, Information Management to Beirut
Adesso, Elena G., Foreign Service Grievance Board to Jakarta
Agan Jr., Andres, Helsinki to Bureau of Administration, Information Management
Aguilera, Anne M., Consular Fraud Prevention Programs to Bridgetown
Alderman, J. Mikel, Abu Dhabi to Office of Chief Financial Officer, Overseas Financial Management and Oversight
Alexander, Gary Roy, Diplomatic Security to Guatemala
Allen, Catherine E., Bureau of Personnel to Office of Protocol
Allen, James Beach, Intelligence and Research, South American Division to Citizens Consular Services, Inter-American Services Division
Allman, Daniel J., East Asian and Pacific Affairs to Yokohama, Language School
Aloisi, Jonathan Mark, East Asian and Pacific Affairs to Beijing
Anderson Jr., Ollie P., Bureau of African Affairs to Grenada
Arm, Adrienne E., African Affairs to Foreign Service Grievance Board
Arzt, Joanne, Near Eastern and South Asian Affairs, Post Management to European Affairs, Post Management
Ater, Alan L., Diplomatic Security, Los Angeles Field Office to Seoul
Awantang, Mary E., Cairo to Lagos
Bakas, Mary Ann, Bureau of Administration, Information Management to Budapest
Ball, Perry Edwin, Economic and Business Affairs to Inter-American Affairs
Barlerin, Peter H., Oslo to Nuclear Risk Reduction Center
Barnett, Elizabeth, Human Rights and Humanitarian Affairs to Foreign Service Institute, Language Training
Baron, Jeffrey J., East Asian and Pacific Affairs to Yokohama, Language School
Barr, Joyce A., International Organization Affairs to Congress
Bartlett, William M., Stuttgart to International Organization Affairs, Office of UN Social and Refugee Affairs
Barton, Robert Douglas, Diplomatic Security, San Juan Resident Office to Diplomatic Security, Office of Physical Security Programs
Bates, John F., African Affairs to Djibouti
Bauer, Kristen F., Bangkok to London
Beale, Mattie Ruth, Dakar to African Affairs
Beam, David A., Pre-Assignment Training to Bogota
Beaudry, John J., Hamburg to Diplomatic Security, Africa Region
Beckner, Michael Wade, Pretoria to Diplomatic Security
Belew, Sheila Ann, Guangzhou to Bureau of Politico-Military Affairs
Bellamy, Pamela S., Leave-without-pay status to Paris
Bellamy, William M., Pretoria to Paris
Bellows, Michael Donald, Auckland to Defense Department
Benzing, Robert A., Helsinki to Office of Inspector General
Berntsen, John L., Department of Transportation to Intelligence and Research, Southern Africa Division
Berrett, Matthew T., Riyadh to Near Eastern and South Asian Affairs
Bezner, Mark Jeffrey, Foreign Service Institute, Language Training to Istanbul
Bisharat, Henry Louis, Riyadh to Intelligence and Research
Black, J. Cofer, African Affairs to Khartoum
Blackburn Jr., Robert Q., Diplomatic Security, New Orleans Resident Office to Lisbon
Blaney, John William, Foreign Service Institute, Area Studies to International Organization Affairs
Bohn, Linnea G., Vilnius to International Organization Affairs, Office of UN Political Affairs
Boone, Tracy L., New Delhi to Near Eastern and South Asian Affairs
Booth, Anita Shashy, Una Chapman Cox Sabbatical Leave to Inter-American Affairs, Office of Executive Director
Bosken, Jerome J., Oceans bureau to Paris
Boughner, James A., Tokyo to Nuclear Risk Reduction Center
Bowen, Andrew, Mexico City to Economic and Business Affairs
Boyls, R. Wayne, Vientiane to Intelligence and Research, Southeast Asia and Pacific Division
Brawn, Edwin L., Bureau of Administration, Office Automation Division to Bureau of Personnel, Examination Division
Bricker, Michael Alan, Warsaw to Monrovia
Brown Jr., Edwin P., Oceans Affairs to African Affairs, Office of Regional Affairs
Brown, Julian Glynn, Bureau of Administration to Rome
Buchmiller, Jane B., Economic and Business Affairs to Foreign Service Institute, Economic-Commercial Training
Buck, Ralph M., Economic and Business Affairs to Congress
Burns, William J., Policy Planning Staff to Training, Garmisch
Burt-Lynn, Jane, Islamabad to Human Rights and Humanitarian Affairs
Burton, Gregory S., Economic and Business Affairs to Fisheries Affairs
Butcher, Suzanne S., Vancouver to Oceans bureau
Carwile, John Leslie, Economic and Business Affairs to Foreign Service Institute, Economic-Commercial Training
Casperino, Ada M., Pretoria to Office of Foreign Buildings, Africa Area
Caswell, John Davis, A.I.D. to Inter-American Affairs
Cavanaugh, Carey E., Rome to Office of Deputy Secretary, Commonwealth Affairs
Cecasari, Lois Ann, African Affairs to University Training (long-term)
Chamberlin, John W., Air Force to International Organization Affairs, Office of UN Political Affairs
Chapman, Geoffrey W., European Affairs to London
Charlton, John F., Lome to Beirut
Chase, Charles R., Diplomatic Security to Mogadishu
Chiarella, Ricardo, Sofia to Port Moresby
Chin, Alvin H., Office of Chief Financial Officer to Bureau of Administration
Christensen, Katherine, Economic and Business Affairs to European Affairs
Clark, John Eignus, Inter-American Affairs to Bureau of Administration, Information Management
Cohen, Kenneth A., Paris to Beijing
Cohn, Irene P., African Affairs, Economic Policy Staff to Lima
Coldren, Lee O., Dhaka to Secretariat, Board of Examiners
Cole, Marcia Elizabeth, Curacao to Dhaka
Coleman Jr., Robert E., Bureau of Administration, Information Management to Frankfurt
Colvin Jr., George Wood, Politico-Military Affairs to African Affairs
Cook, Frederick Bishop, Executive Secretariat to African Affairs, Office of Regional Affairs
Corbett, Joan Ellen, Office of Aviation Programs and Policy to Foreign Service Institute, Language Training
Creevy, Carolyn I., Bureau of Personnel to Geneva
Cronin, Susan P., Economic and Business Affairs to Foreign Service Institute, Economic-Commercial

Training

Crowley, Shawn Patrick, Kuwait to Ottawa

Cummings, Barbara Cecelia, Tirana to Vancouver

Davenport III, Francis M., Athens to Intelligence and Research, Eastern Europe Division

Davison, Mark Gregory, Inter-American Affairs to European Affairs

De Villafranca, Richard, Intelligence and Research to Congress

Debusk, Loretta Helen, Special Domestic Assignment Program to Vienna

Desantillana, Gerald, Intelligence and Research to Secretariat, Board of Examiners

Dewitt, Robert C., Addis Ababa to African Affairs

Dewitt, Seymour C., Guatemala to Diplomatic Security

Diamond, William P., East Asian and Pacific Affairs to Seoul

Dinger, John R., Foreign Service Institute, Senior Training, University to East Asian and Pacific Affairs

Dobbins Jr., James F., Brussels to Assignment to Nongovernmental Organization

Dodman, Michael J., Eastern European Affairs to Foreign Service Institute, Language Training

Donahue, David Tannrath, Foreign Service Institute, Consular Training to Islamabad

Donnelly, Kurt D., Foreign Service Institute, Language Training to Moscow

Donovan, Patrick D., Kathmandu to Diplomatic Security, European and Canadian Region

Downes, Robert R., Bangkok to Office of Legal Adviser, Near Eastern and South Asia Affairs

Duff, Bradley Scott, Brasilia to Kuwait

Duggleby, William G., East Asian and Pacific Affairs to Tokyo

Dumont, Cedric E., Brazzaville to Bamako

Duncan, Leo A., Foreign Service Institute, Language Training to Moscow

Dykema, Samuel D., Pre-Assignment Training to

Anapestic Assignments

BY EBP

There was a person assigned to Tirana

Who had as a pet fish a piranha. When asked if he would take it to post,

He said: "It would be most difficult at most,

And I am not certain that I wann-a." □

Port-au-Prince

Early II, Ronald E., Near Eastern and South Asian Affairs to Islamabad

Elizondo, Cecilia B., Bureau of Administration to European Affairs, Post Management

Engel, Alma Frances, Auckland to Milan

Esquivel, Jaime, Port-of-Spain to Havana

Estel Jr., Wilson N., Tokyo to Addis Ababa

Favret, Thomas Raymond, Pre-Assignment Training to Warsaw

Fendrick, Reed J., Special Domestic Assignment Program to Central African Affairs

Fetter, David Richard, African Affairs to Near Eastern and South Asian Affairs

Finnegan Jr., John J., Fisheries Affairs to Vienna

Fitts, Robert W., East Asian and Pacific Affairs to Jakarta

Flora, Stephen B., Rome to London

Ford, Robert Stephen, Intelligence and Research to Foreign Service Institute, Economic-Commercial Training

Ford, William W., Bureau of Administration, Unclassified Pouch and Mail Branch to Rome

Foster, James J., Paris to Bureau of Administration, Information Management, Voice Systems

Fournier, Albert R., Kuwait to Near Eastern and South Asian Affairs

Frazier, Robert A., Ankara to Near Eastern and South Asian Affairs

Freeman, Patrick T., Beltsville Communications Center to Lagos

Fuller, Carol S., Central African Affairs to International Organization Affairs

Gallegos, Karen E., Bogota to Oceans bureau, Office of Global Change

Gallo, Thomas G., Rome to Operations Center

Gard, Ronald M., Bureau of Administration, Information Management to Abidjan

Gardner Jr., J. Warren, Paris to Kuala Lumpur

Gelner, Michael, Guangzhou to Intelligence and Research

Georgian, Douglas H., Islamabad to Diplomatic Security, Office of Physical Security Programs

Geveden, Paul T., Lome to Bureau of Administration, Information Management

Gianfranceschi, Robert E., Peshawar to Islamabad

Gibson, Stephen R., Economic and Business Affairs to Inter-American Affairs

Gilchrist, Robert S., London to Caracas

Glassman, Deborah, European Affairs, Post Management to Luxembourg

Grant, Julie L., San Jose to Politico-Military Affairs

Greenwald, G. Jonathan, Office of Counter-Terrorism to Brussels

Gregoire, J. Philippe, Central African Affairs to Djibouti

Griffiths, Barbara J., Foreign Service Institute, Language Training to Moscow

Groening, Eva J., Kingston to Politico-Military Affairs

Grover, Charles H., European Affairs, Budget Branch to Inter-American Affairs, Office of the Executive Director

Gurian, Marilyn, European Affairs to Bombay

Hahn, Nick, Foreign Service Institute, Senior Training, University to Office of Inspector General

Hall, Patricia Lasbury, Bucharest to Office of Inspector General

Hall, Steven L., Inter-American Affairs to Moscow

Hamic, George A., Windhoek to Osaka-Kobe

Hamilton, James Jay, Southern

European Affairs to Economic and Business Affairs

Hancock, Michael L., Secretariat, Board of Examiners to Visa Services

Hansen, Ruth E., Office of Counter-Terrorism to Foreign Service Institute, Language Training

Hanson, Kelley J., Diplomatic Security, San Francisco Field Office to Diplomatic Security, Office of Information Systems Security

Hardesty, Steven A., Dhahran to Melbourne

Harrington, Marilyn E., International Organization Affairs to European Affairs

Harris, Marshall Freeman, Executive Secretariat to Eastern European Affairs

Hartley, Brent R., Rome to Politico-Military Affairs

Hartley II, John J., Pretoria to Economic and Business Affairs, Office of Aviation Negotiations

Harwood, Marjorie T., Medical Services to Moscow

Haskell, Todd Philip, Poznan to Intelligence and Research Division

Haskins, Dana A., Diplomatic Security, Washington Field Office to Cairo

Hatchell, Preston E., Botswana to Gaborone

Hemingway, Barbara, Buenos Aires to Office of Chief Financial Officer,

Management Analysis and Policy Division

Hendrickson Jr., E. Mason, Seoul to Bureau of Personnel, Grievance Staff

Herrington, Charles D., Special Domestic Assignment Program to Inter-American Affairs

Hill, Catherine Marion, Abidjan to Helsinki

Hillman, Stuart R., Diplomatic Security, Office of Security Technology to Accra

Hodges, Heather M., Cuban Affairs to Managua

Holstein, Eleanor J., Special Domestic Assignment Program to International Organization Affairs

Horning, Raymond W., Bangkok to Bureau of Administration, Information Management

Hudson Jr., Clarence A., Lima

- to Politico-Military Affairs
Huggins, Joseph, Foreign Service Institute, Language Training to Amman
Hurley III, John Arthur, Warsaw to Diplomatic Security, Office of Physical Security Programs
Hurley, Paul F., Bureau of Economic and Business Affairs to Paris
Hurley, Sharon V., Bureau of Personnel to Bratislava
Jasak, Stephen A., Quito to Moscow
Jenkins, Joann M., Foreign Service Institute, Functional Training to Vienna
Johnson, Donald C., Una Chapman Cox Sabbatical Leave to East Asian and Pacific Affairs
Johnson, Patricia White, Khartoum to Karachi
Johnson, Ralph E., Khartoum to Georgetown
Jones, Christopher H., Rome to Office of Aviation Programs and Policy
Jones, Glenn T., Bureau of Administration, Unclassified Pouch and Mail Branch to Bratislava
Jones, Stuart E., Executive Secretariat to Foreign Service Institute, Economic-Commercial Training
Kartman, Charles, East Asian and Pacific Affairs to Seoul
Kasper, Robert A., Rome to European Affairs
Keane, Thomas F., European Affairs to Rome
Keller, Richele, Office of Inspector General to Johannesburg
Kelley, Henry Edward, Belgrade to Intelligence and Research, Russia Division
Kelley, Martha Novick, Foreign Service Institute, Economic-Commercial Training to European Affairs
King, Mary Alice, Santo Domingo to Inter-American Affairs, Regional Center, Miami
Kirk, Susan E., Moscow to International Organization Affairs
Kirkwood, Stephen J., African Affairs to Kinshasa
Klein, Jacques Paul, Bureau of Personnel to Stuttgart
Klein, Kathleen J., Eastern European Affairs to International Organization Affairs
Kleinsmith, Alexander, Moscow to Kuala Lumpur
Kling, Susan, Economic and Business Affairs to Near Eastern and South Asian Affairs
Klingemaier, Patricia, Kinshasa to Near Eastern and South Asian Affairs, Financial Management
Knight, James Alcorn, Lagos to Banjul
Koch, Matthew Robert, Economic and Business Affairs to Foreign Service Institute, Economic-Commercial Training
Kolbe, Paul R., European Affairs to Moscow
Kong, Allen Sung Hu, Consular Fraud Prevention Programs to Secretariat, Board of Examiners
Kosier, Lily S., Cairo to Montreal
Kramer, Douglas K., European Affairs to Foreign Service Institute, Economic-Commercial Training
Kyanko, Eric M., Near Eastern and South Asian Affairs to New Delhi
Lafleur, Jerome M., Office of Diplomatic Courier Service to Frankfurt
Lane, Robert L., Brussels to Nouakchott
Larson, Dale H., Copenhagen to Paris
Laskaris, Alexander Mark, Monrovia to Gaborone
Leach, Bonnie P., Addis Ababa to Bureau of International Organization Affairs, Office of UN Political Affairs
Lee, Christine D., Ouagadougou to Bombay
Lee, Damon L., Diplomatic Security to Office of Foreign Buildings Construction Security Management Division
Lemay, Frank M., Policy Planning Staff to International Narcotics Matters
Levin, Andrea, Near Eastern and South Asian Affairs to Tunis
Levine, Karen Tess, Economic and Business Affairs to Foreign Service Institute, Economic-Commercial Training
Liebowitz, Alexander T., European Affairs to Intelligence and Research
Livingston, Laura L., Consular Fraud Prevention Programs to Una Chapman Cox Sabbatical Leave
Loughner, William G., Frankfurt to Bureau of Administration, Information Management
Lowenthal, Bennett Y., Copenhagen to Office of Aviation Programs and Policy
Luaces, Robert L., Intelligence and Research to Politico-Military Affairs
Lucey, Mary Ann, Barcelona to Nicosia
Lujan, Gladys K., Consular Fraud Prevention Programs to Foreign Service Institute, Language Training
Lukens, Lewis A., Abidjan to African Affairs
Lyda, Linda J., Executive Secretariat to International Narcotics Matters
Maloney, Steven Scully, Overseas Citizens Services to Consular Affairs, Office of Executive Director
Manso, Joseph, International Organization Political Affairs to European Affairs
Marcott, Edward J., Bureau of Personnel to Economic and Business Affairs, Office of Food Policy Programs
Marcott, Lauren Hueber, Intelligence and Research to European Affairs
Marshall, Mary B., National Defense University to West African Affairs
Martinez, Daniel L., Economic and Business Affairs to Foreign Service Institute, Economic-Commercial Training
Mason, Harold E., Alexandria to Suva
Massingill, Joseph L., Near Eastern and South Asian Affairs to Islamabad
Maybarduk, Gary H., National Defense University to Inter-American Affairs
McDonald, Richard Henry, Douala to Kaduna
McIntosh, Brian H., Frankfurt to Algiers
McCarty, Elliott Donovan, Mexico City to London
McCloy, Deana Lee, Nouakchott to Karachi
McGee, Diana F., Mexico City to Singapore
McGrath, Raymond Gerard, Economic and Business Affairs to West African Affairs
McInturff, Richard L., San Salvador to Mogadishu
McInturff, Sandra L., San Salvador to Mogadishu
McIsaac, Karen Jo, European Affairs to African Affairs
McKee, Richard Keller, Near Eastern and South Asian Affairs to Foreign Service Institute, Language Training
McPeak, Melissa A., Port-of-Spain to Diplomatic Security, Washington Field Office
McSwain, Robert J., Economic and Business Affairs to Oceans Bureau, Office of Environmental Protection
Meagher, Patrick Joseph, Foreign Service Institute, Functional Training to Inter-American Affairs, Regional Center, Miami
Meinheit, Harold E., International Organization Affairs to Oslo
Middleton Jr., Richard W., Foreign Service Institute, Language Training to Islamabad
Miles, Afton O., Moscow to Nuclear Risk Reduction Center
Miles, Floyd Mike, Warsaw to Moscow
Millard, Katherine Joan, Tirana to Near Eastern and South Asian Affairs, Post Management
Miller, Barbara R., Office of Chief Financial Officer to Secretariat, Board of Examiners
Miller, Kenny R., Accra to Moscow
Mohler, Brian J., Abu Dhabi to East Asian and Pacific Affairs
Monchilov, L. M. Perry, Frankfurt to Diplomatic Security, Los Angeles Field Office
Moore, Alice C., Consular Affairs to International Organization Affairs
Moore, Geoffrey Henry, Foreign Service Institute to Bureau of Personnel, Policy Coordination Staff

- Moretti, John S.**, Ottawa to Bureau of Diplomatic Security, Washington Field Office
- Morris, Edward L.**, Dar es Salaam to Bureau of Administration, Information Management
- Morrow, Michael Kent**, European Affairs, Russian and Security Affairs Division to Bureau of Personnel, Office of Career Development and Assignment, Junior Officer Division
- Mount, Day Olin**, Stuttgart to Oceans bureau, Office of Environmental Protection
- Mullen, John K.**, Yokohama, Language School to Tokyo
- Naglic, Robert L.**, Bureau of Administration to Bahrain
- Naland, John K.**, Operations Center to Foreign Service Institute, Economic-Commercial Training
- Napoliello, Edward R.**, Diplomatic Security to Caracas
- Neill II, Wayne E.**, Riyadh to Paris
- Nelson, Nancy J.**, Bureau of Economic and Business Affairs to Foreign Service Institute, Economic-Commercial Training
- Nemeth, Robert J.**, Cairo to Bureau of Intelligence and Research
- Nesbitt, Wanda L.**, Bureau of Consular Affairs, Overseas Citizens Services to Executive Secretariat
- Neuling, R. Bruce**, Bureau of African Affairs to Foreign Service Institute, Economic-Commercial Training
- Neureiter, Paul A.**, Operations Center to Foreign Service Institute, Economic-Commercial Training
- Nicholson, Martha A.**, Amman to Near Eastern and South Asian Affairs
- Nolan, David**, Windhoek to Quito
- Nora, Clyde G.**, Office of Protocol to Secretariat, Board of Examiners
- Norland, Richard**, Politico-Military Affairs to European Affairs
- Nowak, Maureen Gay**, European Affairs to Vienna
- Nugent, Steven R.**, European Affairs to Brussels
- Nuland, Victoria Jane**, International Narcotics Matters to Office of the Secretary, New Independent States
- Nussbaum, Jonathan E. O.**, Bucharest to Intelligence and Research
- O'Brien, Geraldine H.**, Near Eastern and South Asian Affairs to Cairo
- O'Brien, J. Michael**, Bureau of Administration to Bureau of International Organization Affairs
- O'Neill, Mary A.**, Near Eastern and South Asian Affairs to European Affairs, Office of Executive Director
- Olesen, Jeffrey R.**, Lahore to Politico-Military Affairs
- Osirus III, Theodore G.**, Vatican to International Organization Affairs
- Overby Jr., Howard T.**, Paris to European Affairs
- Padilla, Leslie Marie**, Guatemala to Inter-American Affairs
- Parker, Andrew Charles**, African Affairs to Consular Affairs, Citizens Emergency Center
- Patterson, Margaret J.**, Office of Foreign Service National Personnel to Amman
- Peacock, Charles E.**, The Hague to London
- Pearson, W. Robert**, Bureau of Personnel to Nato, Brussels
- Pelz, Kristine L.**, Office of Under Secretary for International Affairs to East Asian and Pacific Affairs
- Pendleton Jr., Miles S.**, Paris to Defense Department
- Penn, Leo R.**, Bonn to Bureau of Administration, Information Management
- Pennington, Joseph S.**, Economic and Business Affairs to Foreign Service Institute, Economic-Commercial Training
- Perry, L. Charlene**, Seoul to Bureau of Personnel, Assignments Division
- Perry, R. Earl**, Seoul to Office of Foreign Buildings, Maintenance Support Branch
- Peters, Sheila J.**, Lahore to Intelligence and Research, South Asia Division
- Phillips, James D.**, Brazzaville to Diplomat-in-Residence
- Pixley, Michael M.**, Ankara to European Affairs
- Pratt, Genevieve J.**, African Affairs to Dhahran
- Pudschun, Jerrilynn**, Consular Affairs to Secretariat, Board of Examiners
- Rabby, Avraham**, London to Pretoria
- Rackley, Woody B.**, Bangkok to Washington Regional Diplomatic Courier Division
- Raphel, Robin Lynn**, New Delhi to Near Eastern and South Asian Affairs
- Ray, Charles Aaron**, Politico-Military Affairs to Freetown
- Reider, Krystin B.**, Near Eastern and South Asian Affairs to Foreign Service Institute Economic-Commercial Training
- Ricciardone Jr., Francis J.**, Amman to Bureau of Personnel, Policy Coordination Staff
- Ripley, Joseph M.**, Mexico City to Seoul
- Robertson, Thomas Bolling**, Budapest to Office of Counter-Terrorism
- Rogers, Penelope A.**, Bissau to London
- Rondon, Fernando Mark**, University Training to European Affairs
- Root, John J.**, Diplomatic Security, Miami Field Office to Dignitary Protection Division
- Rosenberry, Sara A.**, Bujumbura to Executive Secretariat
- Rouzier, Colette M.**, Abidjan to Prague
- Rueter, Eric J.**, Conakry to Nuclear Risk Reduction Center
- Sala, Joseph Lee**, Lisbon to Pretoria
- Samson, Elaine Marie**, Santo Domingo to Riyadh
- Sandberg, Dennis A.**, Copenhagen to Dublin
- Sanderson, Janet Ann**, Foreign Service Institute to Cairo
- Sartor, Cyril Ephraim**, Durban to African Affairs
- Savastuk, David J.**, San Jose to African Affairs
- Schacknies, Rosina**, Riyadh to Damascus
- Schatz, Gary Davis**, Moscow to Diplomatic Security
- Schmidt, John Richard**, Office of Under Secretary for International Security Affairs to European Affairs
- Schofer, Andrew J.**, Kuwait to Manama
- Schofield, William Potter**, Eastern European Affairs to Inter-American Affairs
- Schollaert, James T.**, The Hague to Legislative Affairs
- Schwartz, Bethany L.**, Politico-Military Affairs to Foreign Service Institute, Economic-Commercial Training
- Shatto, Rebecca A.**, European Affairs to Bureau of Personnel
- Shear, Dean K.**, Diplomatic Security, Miami Field Office to Diplomatic Security, Passport Fraud Branch
- Shearburn, John Woodley**, Office of Under Secretary for Management to Bureau of Personnel, Examination Division
- Shekmer, David S.**, Dakar to African Affairs
- Shuler, David Lawrence**, Office of Under Secretary for Political Affairs to Foreign Service Institute, Language Training
- Shumann, Catherine A.**, Pre-Assignment Training to Minsk
- Silverman, Lawrence Robert**, Near Eastern and South Asian Affairs to Damascus
- Sipher, John R.**, European Affairs to Moscow
- Skocz, Dennis Edward**, Inter-American Affairs to Visa Services
- Slater, Elizabeth Mary**, Harare to Freetown
- Slick, Stephen B.**, New Delhi to Near Eastern and South Asian Affairs
- Slocum, Sally Virginia**, Brazzaville to UnA Chapman Cox Sabbatical Leave
- Smith, Frederick Albert**, Overseas Citizens Services to International Organization Affairs
- Smith, Joan V.**, Seoul to Montreal
- Snow, Andrew**, Nouakchott to Paris
- Soila, Beatrice Pearson**, Economic and Business Affairs to Foreign Service Institute, Economic-Commercial Training
- Southern, George Smith**, Pretoria to Foreign Service Institute, Language Training
- Spake II, Harold E.**, Jerusalem

- to Nairobi
- Spoede II, Stuart Lee**, National Defense University to Office of Foreign Buildings, European and Canadian Area
- St. Clair, Michael Kevin**, Maseru to Oceans Affairs
- Stanley, Phillip J.**, East Asian and Pacific Affairs to Yokohama, Language School
- Stansfield, Alan K.**, Frankfurt to Diplomatic Courier Service
- Starr, Gregory Bowne**, Tunis to Diplomatic Security, Transit Security Branch
- Stein, Jerry A.**, Bureau of Administration to New Delhi
- Stevens, Kathryn L.**, National Democratic Institute for International Affairs to Brussels
- Stewart, John Todd**, Ottawa to Executive Secretariat
- Stickler, Barbara M.**, Valletta to Paris
- Sullivan, Joseph Gerard**, Diplomat-in-Residence to Havana
- Suty, Sandra K.**, Bonn to Bureau of Administration, Information Management
- Swafford, Linda O.**, Geneva to Brussels
- Tannenbaum, Jane Judith**, Refugee Programs to Manila
- Tatge, Robert Osgood**, Helsinki to Legislative Affairs
- Terry, Norman Sean**, Caracas to Bridgetown
- Thayer, Scott N.**, Edinburgh to Madrid
- Thielmann, A. Gregory**, Intelligence and Research to European Affairs
- Thomas, Sheila F.**, Yaounde to Quito
- Topka, Jeanne E.**, London to Bureau of Personnel, Administrative Division
- Torres, Sergio E.**, Near Eastern and South Asian Affairs to Bombay
- Trickel, Janice L.**, Near Eastern and South Asian Affairs to Naha
- Tucker, Susie J.**, Jeddah to Bureau of Personnel, Examination Division
- Tull, Theresa A.**, East Asian and Pacific Affairs to Inter-American Affairs
- Tynes, Robert E.**, Belgrade to Tel Aviv
- Tyson, Paul H.**, London to Kuwait
- Ullman, Carrie A.**, Georgetown to Karachi
- Urs, Denise Ann**, Managua to Operations Center
- Vacala, David V.**, Colombo to Near Eastern and South Asian Affairs
- Vaccarino, Joseph C.**, Diplomatic Security, New York Field Office to Kuwait
- Valis, Laddie L.**, Bogota to Lima
- Vallli, Moosa A.**, African Affairs to Dar es Salaam
- Vershbow, Alexander Russel**, Brussels to European Affairs
- Volker, Kurt D.**, Office of Special Envoy for Bosnia to Foreign Service Institute, Language Training
- Walker, Dumont Keith**, Diplomatic Security, Chicago Field Office to Secretary's Detail
- Walters, Anthony J.**, Mexico City to Diplomatic Security, Miami Regional Center
- Wanagel Jr., Michael**, Diplomatic Security, Washington Field Office to Dignitary Protection Division
- Webb Jr., Henry Frazier**, African Affairs to International Organization Affairs
- Weintraub, Leon**, International Organization Affairs to Geneva
- Weir, Gail R.**, Diplomatic Security, San Francisco Field Office to Office of Counter-Intelligence Programs
- Weir, Gerald W.**, Bureau of Administration, Information Management to Amman
- Weller, Wesley A.**, Diplomatic Security, San Diego Resident Office to Bangkok
- Welty, Dean L.**, Human Rights and Humanitarian Affairs to Bureau of Personnel, Senior Officer Division
- Wesoloski, Elizabeth J.**, Warsaw to Colombo
- Whiddon, David J.**, Moscow to Dubai
- White, Steven J.**, London to Kuala Lumpur
- Whittlesey, Cynthia Lee**, Near Eastern and South Asian Affairs to Southern European Affairs
- Witteman, Whitney J.**, Monterrey to Riyadh
- Woodford, Nevin R.**, Near Eastern and South Asian Affairs to African Affairs
- Woody, Ronie D.**, Wellington to Near Eastern and South Asian Affairs
- Wyatt, Zachary M.**, Jerusalem to Near Eastern and South Asian Affairs
- York, John J.**, Bogota to Inter-American Affairs
- Youmans, Patricia J.**, Riyadh to Bureau of Personnel, Assignments Division
- Zelle, Susan W.**, Madras to International Organization Affairs, Office of UN Political Affairs
- Zimmer Jr., Everett C.**, Bangkok to Washington Regional Diplomatic Courier Division

Resignations

- Arce, Justo**, Rome
- Baker, David Maximilian**, Mbabane
- Beloney, Karen Lynn**, Guayaquil
- Brasfield, Kathleen L.**, Pusan
- Brown, Melissa G.**, Lome
- Burkhardt, Diane M.**, The Hague
- Burridge, Evelyn A.**, Budapest
- Byrne, Connie M.**, Panama
- Del Rossi, Monica P.**, Brussels
- Dennie, David L.**, Conakry
- Duane Jr., Paul A.**, Kuala Lumpur
- Eicher, Maryann**, Nairobi
- Enoch, Justine Marie**, Moscow
- Everett, William T.**, Bujumbura
- Felt, Emily C.**, Toronto
- Foltz, Camilla Megan**, Berlin
- Foulon, Mark M.**, Office of Under Secretary for Political Affairs
- Frazier, Robert A.**, Ankara
- Frisbie, Jean E. Z.**, Bonn
- Gallagher, Cathy Ann**, San Salvador
- Garringer, Tracy E.**, Bangkok
- Gaseor, Kathleen M.**, Hong Kong
- Gerblick, Julie M.**, Bangkok
- Granados, Lynn Thi**, Nairobi
- Griffin Jr., Travis**, Nairobi
- Griffin, John Michael**, Nassau
- Gutmann, Mary Chen**, Freetown
- Gwozdziowski, Joanna M.**, Warsaw
- Harris, Marshall Freeman**, Eastern European Affairs
- Heavey, Deborah Ann**, Brasilia
- Hucke, Jessica M.**, Karachi
- Hurd, Mary Louise**, Bangkok
- Hutchison, Wayne E.**, Kuala Lumpur
- Jardine Jr., Clyde Lawton**, Intelligence and Research, Science, Technology and Proliferation Division
- Jensen, Mark Randolph**, Munich
- Labat, Me'iani P.**, Summer Intern Program
- Lackey, Priscilla Kay**, Moscow
- Leighton, Elizabeth**, Special Domestic Assignment Program
- Li, Ling-Feng**, Summer Intern Program
- Loomis, Gaston P.**, Berlin
- Lugers, David K.**, Nairobi
- Madore, Chad E.**, Paris
- Mahler, Kristina E.**, Leave-without-pay status
- Martin, Marjorie S.**, Sanaa
- McAleenan, Mary Agnes**, African Affairs, Office of Executive Director
- McGuire-Rugh, Karen A.**, Medical Services
- McNerney, Patricia**, Paris
- Mickens, Paula M.**, Summer Intern Program
- Mitchell, Linda Irene**, Izmir
- Morrissey, Christen C.**, Moscow
- Murchison, Maria De L.**, San Salvador
- Olchvary, Paul Eugene S.**, Budapest
- Onion, Amanda Kent**, Moscow
- Ortel, Carolyn Louise**, Leave-without-pay status
- Parker, Sophia J. S.**, Moscow
- Pemberton, Alia**, Shanghai
- Reca, Helena L.**, Lima
- Reznicek, Katherine Claire**, Colombo
- Rinehart, Mary Lou**, Bogota
- Sassano, Karen Ea. A.**, Nassau
- Saucedo, Sammie Ann**, Mexico City
- Schmiedeler, Bryan S.**, Accra
- Sheehan, Kathleen S.**, Pre-Assignment Training
- Sheftz, Sharyl E.**, Oslo
- Sigmon, Nga Tiet Vu**, Seoul
- Simmons, Michael R.**, Brussels
- Smith, Elizabeth Ann**, Moscow
- Spang, Thomas**, Kampala
- Speck, Christine E.**, Bonn
- Stauffer, Anne R.**, Berlin
- Strom, Andrew**, Moscow
- Thompson, Francesca**, Paris
- Toner, Rebecca**, Marseille
- Touche, Elizabeth Louise**, Moscow
- Tynes, Elvira N.**, Belgrade
- Vollum, Mark A.**, Diplomatic Security, Chicago Field Office
- Whelan, Colleen**, Montreal
- Wiederhold, Patricia Ann**, Munich
- Williams, Kenton**, La Paz
- Wilson, Laura K.**, Paris

Wollemborg, Marc Richard,
Frankfurt

Retirements

Croom, Kathleen Joyce,
Tegucigalpa
Kinnelly, Francis M., Bonn
Laurello Jr., Ralph F., Bureau of
Diplomatic Security
Lautz, Donald C., Hong Kong
Stadius, Bernarr L., Khartoum
Wazer, M. Patricia, Bureau of
East Asian and Pacific
Affairs
Woods, Ronald E.,
Diplomat-in-Residence
Wright, Rebecca L., Maputo □

Commissioning, tenure board

The Commissioning and
Tenure Board has completed its
review of the files of candidates
eligible for tenure consideration
at its June session. Granted
tenure:

Andrew, Bruce
Andrews, Peter P.
Bendsen, Christian
Bennett, Vincent
Berrett, Matthew T.
Bordie, Helena R.
Brennan, Thomas J.
Bruner, Frederick C. B.
Campbell, Piper A.
Carson, Anne
Carter, Susan M.
Charles, Cleveland L.
Danilowicz, Jon F.
Edelman, Scott
Farkash, Verna S.
Forsythe, Rosemarie
Frederick, George M.
Furness, Jennifer W.
Groll, Eric W.
Gunning, Matthew S.
Gutensohn, Lynn D.
Harper, Steven, F.
Hart, Richard P.
Harwick, Donald C.
Hurst, Cathy L.
Kaczmarek, Michalene F.
Kazacos, Stacey G.
Lundberg, Eric K.
Luoma-Overstreet, Charles
Mattingly, Nan
McAnney, Robert J.
McBurney, Mark J.
McKenzie, Beatrice
Midura, Shelley L.
Lundberg, Eric K.

Perrone, Daniel M.
Perry, Mark X.
Price, Woodward C.
Pyatt, Geoffrey R.
Sagurton Jr., Edwin C.
Sartor, Cyril E.
Schafer, David F.
Searby, David P.
Smith, Glenn W.
Sollenberger, Stephen S.
Specht, Linda S.
Stonecipher, Charles
Sullivan, Margot A.
Tarnowka, Mary E.
Thibault, Suzanne E.
Trost, Laurie
Van Loon, Paul
Victor, Matthew C.
Yip, Sau Ching
Yoder, Michael L.
Yu, Alan Kuan-Lun □

Specialist tenuring

The Specialist Tenuring
Board has completed its review of
the files of candidates eligible for
tenure consideration at its June
session. Granted career status:

Barna, William J.
Bauduin, Leonard
Bryant, James Paul
Cardona, Herminio
Cole, Orville L.
Copeland, Howard W.
Daley, Thomas W.
Dickey, James E.
Eickman, Paul W.
Eno, Linda S.
Esquivel, Jaime
Flood, Sharon M.
Frith, Clinton E.
Geveden, Paul
Grover, Randall S.
Hart, Paula J.
Harwell, Cherisa K.
Heavey, Deborah
Hegenbarth, Holly
Heim, James E.
Hovey, David M.
Isachsen, Melinda P.
Johnson, Roger W.
Johnson, Solveig C.
Krohne, Shane W.
Langston, Ellen C.
Lockman, Jeri Lynn
Mangum Jr., Ocie Kirklun
McCann, Tim I.
McCourt, Doris M.
McDonald, Michael
Miller, Teresa M.
Myers, Sue Ann
Nakpil, Victoria L.

Neve, Blanca M.
Noble, Aline J.
Petrie, Ronald C.
Phipps Jr., Paul C.
Popchak, Robert J.
Ray, Lori B.
Razer, John K.
Reinhardt, George N.
Reitz, Charles C.
Reno, Douglas A.
Safir, Rose
Stratton, Theodore L.
Thrasher, Betty L.
Valis, Maureen
Walton, Michael R.
Wasserman, Dana J.
Whiteford, Ruth A.
Williamson, Sherman
Wong, Kam T. ■

Civil Service

—(Continued from Page 38)

Service Institute, Personnel
Office
Swennes, Ellen F., Office of
Inspector General
Sykes, Rashida A., Summer
College Student Intern
Program
Tate, Belinda, Office of Foreign
Buildings, Art in Embassies
Thompson, Dionne, Bureau of
Administration, Freedom of
Information
Tolbert, Marla Jean, Diplomatic
Security,
Employee/Contractor
Clearance Section
Torrence, Torre, Summer Clerical
Program
Urman, Michelle, Consular
Affairs, Personnel
Management
Valentine II, Thomas L.,
Foreign Service Institute,
Language Studies
Watson, Marian Marie, Bureau

of Personnel, Office of
Career Development and
Assignments
Watson, Mark Lewis, Diplomatic
Security, Personnel
Management
Weden, Alexandra A., Medical
Services
Williams, Angela C., European
Affairs, Office of Executive
Director
Williams, John A., Bureau of
Administration, Information
Management, Corporate
Systems Division
Yatzeck, James D., International
Organization Affairs,
Administrative Services
Young, Lori A., Bureau of
Administration, Freedom of
Information
Yuzon, Florencio J., Summer
College Student Intern
Program

Retirements

Carnes, Marylu, Office of Chief
Financial Officer, Budget
and Program Formulation
Castele, Roger L., Bureau of
Administration,
Communications
Programming Branch
Hartland, Dorothy J.,
Intelligence and Research,
Office of Intelligence Liaison
Hellmann, Charles R., Office of
Foreign Buildings,
Architectural Branch
Luskic, Edward J., Office of
Chief Financial Officer,
Financial Policy Division
O'Connor, Carole Sue,
International Organization
Affairs, Office of Executive
Director
Pridgen, Hope Y., Office of
Overseas Schools ■



BUREAU OF FINANCE
AND MANAGEMENT POL-
ICY—Acting chief financial
officer Richard Greene, left,

and Bruce Brown present
John Jacob Rogers Award to
Marylu Carnes, on her retire-
ment after 44 years.

POST OF THE MONTH

REYKJAVIK

This embassy is in the capital of Iceland, the island nation between Greenland and Norway, just south of the Arctic Circle. U.S. Foreign Service people there are featured as part of STATE's continuing series.



Vigdis Finnbogadottir, Iceland's president, with *David Thomas Helmer*, son of economic and commercial officer Colin Helmer and administrative officer Francisca Thomas Helmer.



The embassy.



A view of Reykjavik and Mt. Esja.



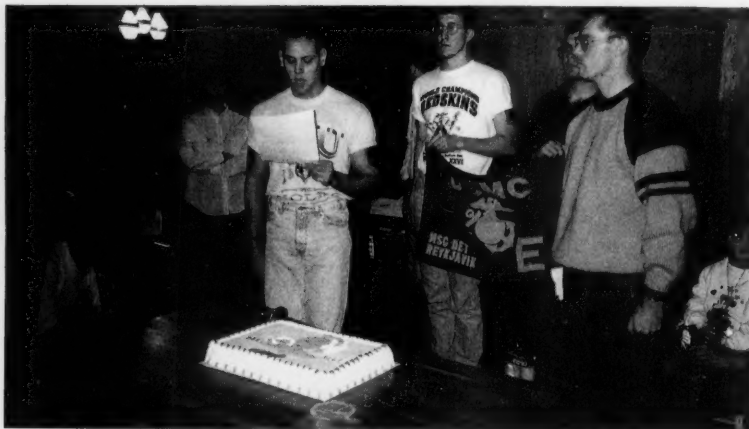
Titus and Max Dickens, sons of political officer Ed Dickens, at Thingvellir National Park.



Fording a river.



Communicator Nick Adams, fishing for salmon.



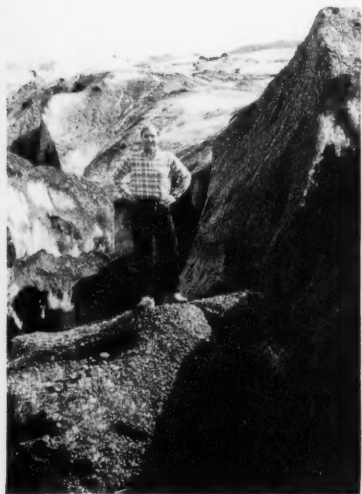
At Marine ceremony, from left: *Michael Addesi, Paul Till, Clayton Smith, Kevin Kelley.*



Statue of Leif Ericsson, a gift of the United States.



Financial specialist *Otto Petursson* and embassy staffers plant trees in a reforestation campaign.



Economic and commercial officer *Colin Helmer* at the Vatnajokull glacier.



Marine Clayton Smith under "attack."



At the Gullfoss waterfall: political officer Ed Dickens, wife Clare, and sons Max and Titus.



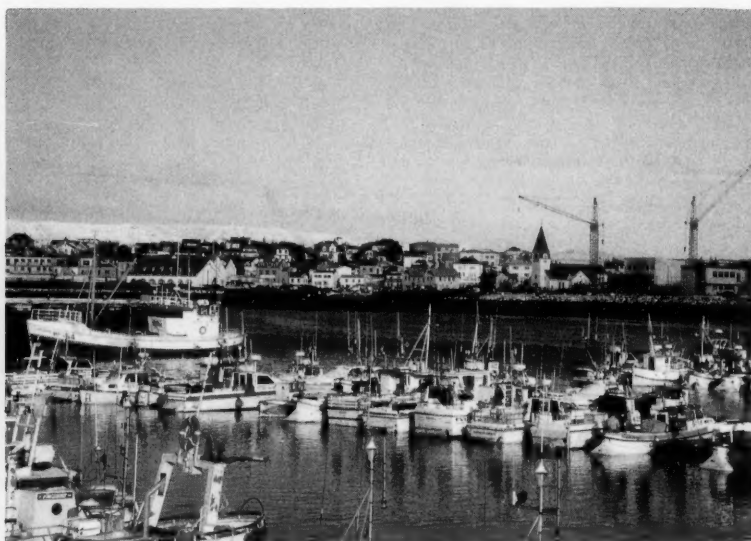
Receptionist Katla Suladottir, in traditional Icelandic dress, and financial specialist Otto Petursson.



In the Blue Mountains, from left: Mike Adessi, Augusta Valsdottir, Steve Peacock, Clayton Smith, Paul Till.



Public affairs officer *Andy Key* and wife, *Ann Key*.



Reykjavik harbor.



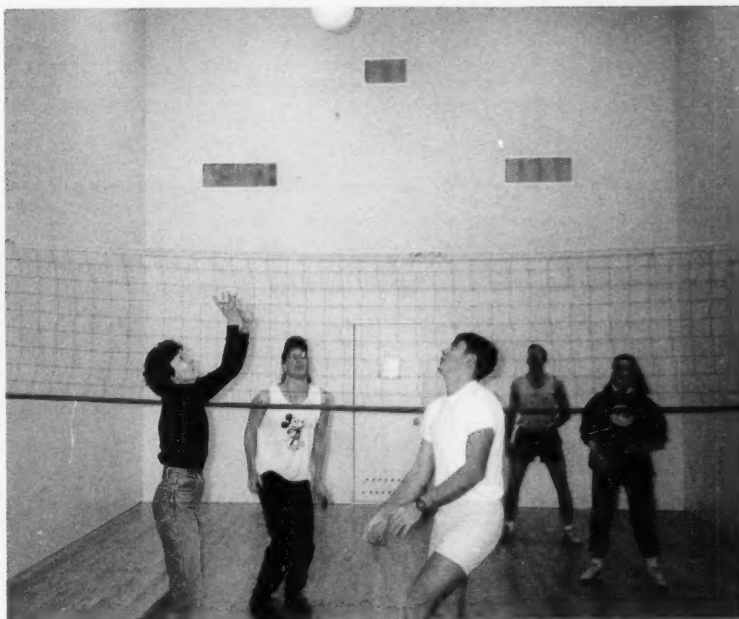
At fish processing plant, from left: public affairs officer *Andy Key*, commercial and economic officer *Colin Helmer*, consular officer *Martha Husted*, chargé *Janet Andres*, political officer *Ed Dickens*.



Administrative officer *Francisca Thomas Helmer* and son *David*, outside Reykjavik city hall.



"Hat Night" at the Marine house; embassy driver *Thorir Jonsson* and wife *Jona Gudnadottir*.



From left: chargé *Janet Andres*, Marines *Paul Till*, *Clinton Wright* and *Clayton Smith* and *Clare Dickens*, wife of the political officer.



Mt. Hekla erupts. ■

CIVIL SERVICE PERSONNEL

Promotions

GG-12

Hipsley, Kyle K., International Boundary Commission, U.S. and Canada

GG-13

Iszkowski, Marie-Charlotte, Foreign Service Institute, North and East European Languages

GM-13

Bogert, Joann F., Office of Chief Financial Officer, Accounting Requirements Division

Boykin, Clara Denise, Office of Chief Financial Officer, Financial Policy Division

Kelley, Mark Antwine, Office of Chief Financial Officer, Office of Fiscal Operations

Mandel, Elizabeth Lehman, Intelligence and Research, Office of Politico-Military Analysis

GM-14

Baker, James E., Office of Legal Adviser, Oceans, International Environmental and Scientific Affairs

Browning, Robert S., Bureau of Administration

Covington, Donald, Office of Chief Financial Officer, Payments Division

GM-15

Johnson, Clifton McClure, Office of Legal Adviser, Politico-Military Affairs

Weiner, Allen Sydney, Office of Legal Adviser, Inter-American Affairs

GS-3

Withers, Samara K., Pre-Assignment Training

GS-4

Acierto, Aida Ifurung, Seattle Passport Agency

Hobbs, Jerilyn Assane, Passport Services

GS-5

Clark, Kenneth M., Office of Investigations

Cook, Raphael Levon, Bureau of Public Affairs, Office of

Press Relations

DeJesus, Lorraine, Bureau of Administration

Dones, Felicia M., Miami Passport Agency

Hayden Jr., Michael V., Operations Center

Houston, Sherry M., Office of Chief Financial Officer, Working Capital Fund Section

Johnson, Sybil Sabrina, Bureau of Personnel, Retirement Division

McGlinchey, Daniel C., Pre-Assignment Training

Stephens, Holly L., Pre-Assignment Training

GS-6

Foster, T. Glenn, Bureau of Administration

Irek, James A., Bureau of Personnel, Recruitment

Lee, Michelle L., Office of Equal Employment Opportunity and Civil Rights

Lynch, Jane C., Office of the Secretary, Office of Controller/Executive Director

Mullican, Christina L., Office of Foreign Buildings, Electrical Engineering

Venable, Carolyn Ann, Passport Services

Walker, Derek, Passport Services

GS-7

Alford, Dominic R., Office of Protocol, Accreditation Section

Allen, S. Bernadette, Passport Services

Bonnaffons, Louis J., New Orleans Passport Agency

Dyson, Arlene A., Foreign Service Institute, Office of Registrar

Fitchett, Jasmine N., Bureau of Personnel, Examination Division

Hall, Carrie Virginia, Passport Services

Hickson, Danita, Bureau of Personnel, Recruitment Division

Jones, Amanda E., Executive Secretariat, Systems Management Division

Korp, Paul Carl, Los Angeles Passport Agency

Lieber, Donald C., Southern African Affairs

Lindenau, Thomas Joerg, Bureau

of Administration, Classified Pouch and Mail Branch

Long, Jacqueline L., Bureau of Administration

McDonald, Angela R., Executive Office, Office of Inspector General

Osborn, Susan Linda, Diplomatic Security, Chicago Field Office

Paninski, Manuela Monika, Office of Civil Service Personnel Management

Porter, Mary Alice, Passport Services

Price, Leila P., Career Mobility Program

Rhodes, Linda L., Career Mobility Program

Robertson, Deborah E., Bureau of Administration, Information Management, Financial Management Division

Sanders, Marjorie L., Pre-Assignment Training

Scott, Barbara Weldon, Passport Services

Theodore, Barbara Graves, Office of Civil Service Personnel Management

Wallace, Betty Jean, Passport Services

GS-8

Davids, Deborah L., Department Office of Supply and Transportation

Davis, Cornell, Bureau of Administration, Classified Pouch and Mail Branch

GS-9

Carpenter, Kim A., Inter-American Affairs, Office of Executive Director

Carter, Celia C., Paris

Coleman, Verogene P., Intelligence and Research, Office of Executive Director

Greig, Barbara J., Visa Services

Lyles, Mildred J., Office of Chief Financial Officer, Payments Division

Mattar, Debra Jordan, Bureau of Administration, Freedom of Information

Nicholson, Karen A., Bureau of Public Affairs

GS-10

Miles, Sandra E., Passport Services

GS-11

Bernhardt, Lilibeth Cleto, Foreign Service Institute, Personnel Office

Cook, Connie Ruth, Bureau of Administration, Information Management

Delauder, Michael A., Bureau of Administration

Ditmeyer, Jr., Charles W., Bureau of Administration, Telecommunications Operations

Fishel, Eugene Michael, Intelligence and Research

Joyce, Karen E., African Affairs, Office of Executive Director

Lande, James A., European Affairs, Office of European Security and Political Affairs

McNeil, Joyce M., Office of Overseas Schools, East Asia/Africa Division

Moon, Lendora Marsh, Bureau of Personnel, Retirement Division

Ortiz, Sharon F., Bureau of Administration, Personnel Management

Richardson, Cynthia A., Office of Inspector General

Settles, De Forrest A., Bureau of Administration, Information Management, Foreign Operations

Siatis, Mary P., Office of Inspector General

Siegel, Jennifer R., Bureau of Public Affairs

Tuten, June Maria, Bureau of Administration, Information Management, Contracts Administration Branch

Walker, Vicki L., Bureau of Administration, Telecommunications Operations

GS-12

Carter-Taylor, Cornella, Office of Under Secretary for Political Affairs

Colbert, Sharon E., Oceans bureau, Office of Executive Director

Horwitz, David R., Office of the Chief Financial Officer, Computer Operations Branch

Jasinski, Sabina Kinga, Office of the Chief Financial Officer, Central Financial Management Systems

Jones, Carol E., Office of the Chief Financial Officer, Fiscal Requirements Division

Kenner, Sheila D., Bureau of Administration, Information Management, Systems Operations
Kux, Brian D., Intelligence and Research, Office of Strategic and Proliferation Affairs
Murnaghan, Jacqueline A., Office of Inspector General
Taylor, Russell E., Bureau of Personnel, Recruitment

GS-13

Calderon, Hugo Nelson, Languages Services, Translating Division
Coplon, Jay L., Office of Foreign Buildings, Information Resource Management Division
Farrell, Stephen T., Bureau of Administration, Information Management, Foreign Operations
Guido-O Grady, Deborah L., Bureau of Public Affairs, Office of Public Communications
Sadler, Harold, Office of the Chief Financial Officer, Domestic Functional Bureaus Division

Appointments

Baserva-Plasencia, Guiller, Language Services, European Interpreting Branch
Bosier, Derrick S., Passport Services
Curley, Jennifer Wells, Office of Protocol
Dalpino, Catharine, Human Rights and Humanitarian Affairs
Dine, Amy Eleana, Legislative Affairs
Dufour, Philip G., Office of Protocol, Ceremonials Division
Elizondo, Carlos E., Office of Protocol, Visits Division
Farrington, John R., Seattle Passport Agency
Gati, Toby T., Office of the Secretary, Transition Team
Gutierrez, Juanita, Legislative Affairs
Lawson, Zeno T., Passport Services
Lazar, Lawrence D., Office of Foreign Buildings, Administrative Management

Lucas, Hillary Hendricks, Office of Protocol, Visits Division
Malionek, Thomas Vincent, Language Services, Translating Division
Martinez, Elizabeth Anne, Office of Protocol
Pagano, James L., Bureau of Administration, Foreign Affairs Data Processing Center
Powers, Michelle S., Office of Inspector General
Sams, Revelie E., Medical Services
Shealey, Alvin R., Passport Services
Siegrist Jr., John F., Bureau of Administration, Information Management
Smolar, Robert B., Office of Foreign Buildings, Planning and Programming Division
Steinbrueck, Janice E., Office of Inspector General
Stewart, Stephen O., Passport Services
Wilkins, Eve Estelle-Tyler, Office of Protocol, Visits Division
Williams, Willella T., Bureau of Administration, Information Management, Procurement Branch

Reassignments

Clatterback, Stacey L., Pre-Assignment Training to Office of Foreign Buildings, Cost Engineering Branch
Collier, Amanda Ruth, Office of Under Secretary for Management to Bureau of Public Affairs
Hickman, Elida L., Inter-American Affairs, Office of Executive Director to Office of Under Secretary for Management
Howard, Lyndsay C., Office of the Secretary, Coventional Forces in Europe to Intelligence and Research
Lee, Deborah R., Office of Inspector General to Foreign Service Institute, Office of Registrar
Noll, Linda D., Pre-Assignment Training to Eastern European Affairs
Peters, Tammy Suzanne, Consular Fraud Prevention Programs to Office of Deputy Secretary Commonwealth Affairs
Price, Leila P., Career Mobility Program to Bureau of Personnel, Budget Branch
Proctor, Mary E., Office of Chief Financial Officer to Diplomatic Security, Counterintelligence Programs
Rogers, Dean A., Pre-Assignment Training to Politico-Military Affairs
Rogers, Sharon E., Office of Chief Financial Officer, Consolidated American Payroll Division to Economic and Business Affairs, Office of Executive Director
Roundtree, Beverly J., Politico-Military Affairs to Office of Under Secretary for International Security Affairs
Sloan, Lori J., Pre-Assignment Training to African Affairs, Office of Executive Director
Wilkins, Angelette D., Executive Secretariat, Records Management Division to Bureau of Public Affairs

Resignations

Adams, Latrese Monique, Inter-American Affairs, Office of the Executive Director
Ahuja, Kiran A., Summer College Student Intern Program
Allen, Carolyn Annette, Foreign Service Institute, Language Studies
Allen, Kathleen L., Office of the Secretary
Anderson, Andre M., Bureau of Administration, Freedom of Information
Anderson, Cornelius, Summer College Student Intern Program
Ballard, April K., Bureau of Administration, Information Management
Banks, Angela E., Summer College Student Intern Program
Barnoski, Katherine A., Summer Clerical Program
Berkley, Laura, Bureau of Administration, Office of Small and Disadvantaged Business Utilization
Bernhart, Brady Scott, Office of Foreign Missions
Bolyard, Jeffrey A., International Joint Commission
Brayman, Thomas R., Office of Chief Financial Officer
Brescoll, Daniel S., Office of the Legal Adviser, Office of Executive Director
Broksns, Michelle Ann, Bureau of Administration, Information Management
Brooks, Troy Spencer, Bureau of Administration, Freedom of Information
Bulawka, Larissa Natalka, Inter-American Affairs, Office of Executive Director
Burt, Alisha, Passport Services
Bushrod, Karen L., Medical Services
Buttross, Regina Marie, European Affairs, Office of Executive Director
Caballero, Thomas Edward, Diplomatic Security, Personnel Management
Caldwell, Britt E., Diplomatic Security, Personnel Management
Carskaddan, Peter Jerome, Intelligence and Research, Office of Executive Director
Cheng, Barry Y., Office of Chief Financial Officer, Budget and Program Formulation
Chiles, Ronald P., New Orleans Passport Agency
Clark, Joette, Office of Foreign Buildings, Administrative Management
Clark, Lavetta R., Consular Affairs, Personnel Management
Clemons, Lenwood Ray, Bureau of Administration
Clinton, Cheri, Passport Services
Clutch, Florence M., Summer Clerical Program
Coleman, Sereta, Office of Foreign Buildings, Administrative Management
Cox Jr., Cody L., Summer College Student Intern Program
Danckaert, Daniel B., Bureau of Administration, Information Management, Cryptographic Systems
Davis, Yolanda J., Bureau of Administration, Freedom of Information
Dearing, Shana J., Passport Services
Desai, Anuj R., Office of Legal Adviser, Office of Executive Director
Dibartolo, Gina C., Overseas Citizens Services

- Dixon, Marc I.**, Bureau of Administration, Information Management
- Dyson, Lionel A.**, Summer College Student Intern Program
- Ellis IV, Wayne Philip**, Politico-Military Affairs
- Ellis, Sue A.**, Office of Inspector General
- Emery, Chad T.**, Diplomatic Security, Personnel Management
- Engel, Matthew A.**, International Narcotics Matters
- Estes, Lisa M.**, Summer Clerical Program
- Fitzgerald, Michelle F.**, Philadelphia Passport Agency
- Frick, Rhonda L.**, Office of Chief Financial Officer, Pre-Assignment Training
- Garcia, Leticia Barbara**, Oceans bureau, Office of Assistant Secretary
- Garrett, Tracie D.**, Summer Clerical Program
- Georgountzos, George**, Visa Services
- Ghion, Christopher R.**, Bureau of Administration
- Gibson, Kathryn Lezah**, Office of Foreign Buildings, Administrative Management
- Griego, Dayna J.**, Economic and Business Affairs, Office of Bilateral Trade Affairs
- Hachigian, Nina L.**, Office of Legal Adviser, Office of Executive Director
- Hamlin, Risha**, Consular Fraud Prevention Programs
- Hansen, Sonja M.**, Office of the Chief Financial Officer, Budget and Program Formulation
- Height, Edward J.**, European Affairs, Office of Executive Director
- Heller, Mandee J.**, Office of Chief Financial Officer, Pre-Assignment Training
- Henry, Stephen G.**, International Boundary Commission, United States and Canada
- Hill, Pauline E.**, Near Eastern and South Asian Affairs, Office of Public Affairs
- Hodge, Kellie P.**, Consular Fraud Prevention Programs
- Hoover, Christopher A.**, Bureau of Administration, Information Management
- Hotchner, Rose A.**, Bureau of Administration, Freedom of Information
- Huff, Michelle L.**, Summer College Student Intern Program
- Hughes, Lisa T.**, Passport Services
- Jackson, Stephanie L.**, Bureau of Administration, Freedom of Information
- Jacobs, Wendy A.**, Office of Legal Adviser, International Claims and Investment Disputes
- Jin, Maia H.**, Office of Foreign Buildings, Interior Design and Furnishings
- Kim, Christine H.**, Diplomatic Security, Personnel Management
- Kim, Judy**, Medical Services
- King, Chanda Patrice**, Bureau of Administration, Information Management
- Kohlenbush, Gretchen A.**, Summer Clerical Program
- Lang, Alan**, Office of Chief Financial Officer, Pre-Assignment Training
- Lapin, Richard A.**, Office of Legal Adviser, Office of Executive Director
- Larson, Gerald E.**, International Boundary Commission, United States and Canada
- Lawson, Brian L.**, Bureau of Administration, Information Management
- Lichtman, Steven Michael**, Office of Chief Financial Officer, Pre-Assignment Training
- Liebermann, Marc Daniel**, Diplomatic Security, Personnel Management
- Long, Christopher**, Diplomatic Security, Personnel Management
- Long, Michael S.**, Office of Legal Adviser, Office of Executive Director
- Malkin, Deborah J.**, European Affairs, Office of Executive Director
- Martin, Kelly**, Passport Services
- Martino, Justin**, Office of Foreign Buildings, Building Design and Engineering
- Mass, Craig**, Diplomatic Security, Personnel Management
- Matousek, Jody L.**, Office of Allowances
- Mazer, Tamara A.**, Diplomatic Security, Personnel Management
- McCleod, Donald**, Summer College Student Intern Program
- McCullen, Tiffany C.**, Summer College Student Intern Program
- McGarry, Rebecca Sue**, Medical Services
- McKenzie, Michael A.**, Office of Legal Adviser, Office of Executive Director
- McKoy, Hilda M.**, Summer College Student Intern Program
- Meisegeier, Deborah L.**, Refugee Programs
- Mitchell, Bernice D.**, Bureau of Administration, Information Management
- Mizelle, Hope L.**, Foreign Service Institute, Language Studies
- Monroe, Donita G.**, Bureau of Administration, Personnel Management
- Morgan, Alisha W.**, Diplomatic Security, Personnel Management
- Muir, Maura A.**, Office of Inspector General
- Murphy, Rhea L.**, Summer College Student Intern Program
- Myers, Laura K.**, Language Services, Translating Division
- Myrow, Stephan A.**, Diplomatic Security, Personnel Management
- Neerman, Margaret B.**, Bureau of Personnel, Career Development and Training Division
- Nell, Sheryl N.**, Bureau of Administration, Information Management, Communications Information Branch
- Oliver, Andrea N.**, Summer College Student Intern Program
- Page, Susan D.**, Office of Legal Adviser
- Palacio, Sonia M.**, Summer College Student Intern Program
- Patel, Darshana**, Department Building Management Operations
- Patterson, Crishana L.**, Bureau of Administration, Information Management
- Pegues, Brannef Denyce**, Summer Clerical Program
- Perez, Antonio Fidel**, Office of Legal Adviser
- Peterson, Kevin V.**, Beltsville Communications Center
- Petric, Stella L.**, Office of Inspector General
- Piper, Bernard F.**, Bureau of Administration, Office of Procurement Executive
- Pollach, Samuel K.**, Summer Clerical Program
- Popovich, Marc Douglas**, Office of Overseas Schools
- Poyma, Katherine M.**, Bureau of Administration, Graphics and Editorial Services
- Prather, Jacqueline N.**, Bureau of Administration, Information Management
- Prince, Lashawn A.**, Summer Clerical Program
- Queen, Jennifer Suzanne**, Diplomatic Security, Personnel Management
- Rawles, Eric B.**, Bureau of Administration, Information Management
- Rawson, Sandra M.**, African Affairs
- Read, Nathan W.**, Bureau of Administration, Freedom of Information
- Reams, Lora**, Bureau of Administration
- Reeder, Yusef K.**, Passport Services
- Reuben, Mark Robert**, Inter-American Affairs
- Roach, Quiana E.**, Summer Clerical Program
- Roark, Michael V.**, International Boundary Commission, United States and Canada
- Robinson, Jeneen L.**, Summer College Student Intern
- Roots, Michael V.**, Visa Services
- Ryan, Susan Elizabeth**, Office of Chief Financial Officer, Pre-Assignment Training
- Scales, Latoya D.**, African Affairs, Office of Executive Director
- Schacknies, Melanie**, European Affairs, Office of Executive Director
- Schultheis, Nathan J.**, Office of Inspector General
- Shelton, Cole C.**, Diplomatic Security, Personnel Management
- Skinner, Tasha**, Inter-American Affairs, Office of Executive Director
- Smith, Charles Craig**, International Organization Affairs
- Smith, Rufus J.**, Office of Legal Adviser, Office of Executive Director
- Snyder, Paul E.**, African Affairs, Office of Executive Director
- Spruell, Delicia Annette**, Foreign

—(Continued on page 29)

A S K D R. K E M P



This column by LaRae Kemp, M.D., chief of the Department's Office of Medical Services, appears monthly in *STATE*. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Kemp directly. In either case, your privacy will be respected; your post will not be identified.

Q.

NORTHERN VIRGINIA

We frequently used to hear about people having heart bypass operations, but now we seem to hear about more friends taking medicine for their heart pain and clogged arteries. Is this a trend?

A.

Since the early 1970s, when this procedure became commonplace, millions of coronary artery bypass grafting operations have been performed. The question is: have these patients done better than those who were treated with medications?

Long-term studies are ongoing nationwide, and a recent study confirmed that those treated with surgery had higher survival rates and less chest pain (angina) than those treated with drugs. But this was just in the first five years. Then the blood vessels of the group of patients who had grafts began to clog up, just like the constricted heart arteries that were initially replaced at the time of their operations. After 11 years, the differences in the groups (those operated upon and those treated with medications) had practically disappeared.

The study confirmed that the surgery did best for the people with the worst and most clogged arteries. So now, most physicians refer patients for surgery when they don't respond to treatment with medication therapy, and when more than two

arteries are involved, or if the left main coronary artery is significantly blocked.

I always feel it worthwhile to review the behavioral interventions that can prevent the risk of heart attack. These are the things you can do to prevent heart disease: (1) Quit smoking! Yes, this sounds like a broken record, etc. (2) Maintain your ideal weight. That means, if you're overweight, you must lose weight—admittedly, a long-term prospect, I know. (3) Exercise. Risk of heart disease is significantly lowered for folks who maintain an active life style, as opposed to those who are sedentary. (4) Treat your high blood pressure, if you have it. (5) Reduce your blood cholesterol level if it's elevated. (6) Maintain blood sugar levels. This probably lowers the risk of heart disease for diabetics. It certainly lowers the risk of complications from diabetes. (7) If you're a postmenopausal woman, discuss the use of estrogen replacement therapy with your physician. (8) If you're a man over 50, talk with your doctor about taking a low dose of aspirin every day.

Q.

CENTRAL AMERICA

Our boss had a big hassle when her six-month-old got meningitis and had to go into the hospital. All is well now, but she sure didn't need the anxiety then.

A.

I presume you're referring to the child's eligibility for hospitalization coverage under the Department of State medical program overseas. The reporting requirement isn't new, it's well-documented, and it's part of the requirement that "newly acquired dependents" should have a physical examination within 90 days of being acquired. The new dependent can be "acquired" through birth, or adoption, or through marriage, in the case of new dependent spouses. Regardless, a physical examination should be submitted on these "new dependents" whether they're born overseas or in the United States. In the case of new infants, the family is seeing a health care provider for regular health maintenance visits and immunizations, so the physical exam document can readily be completed and forwarded to the Office of Medical Services promptly. The in-

fant's benefits under the Department's medical program are predicated on the submission of a physical examination document within 90 days of birth or adoption.

Q.

NORTHERN EUROPE

Some of our neighbors use wood stoves. Do you think this is a good idea?

A.

The American Lung Association warns us that smoke produced by wood stoves and fireplaces can be dangerous. The smoke contains carbon monoxide, hydrocarbons and other organic compounds that can cause respiratory illness or aggravate existing conditions such as bronchitis, emphysema and asthma. It suggests these guidelines for wood stove users: (1) use only wood that's been split and dried for six months; (2) avoid smoldering, low-temperature fires, since they're the greatest polluters; (3) never overload the firebox; and (4) never burn trash (including Christmas wrapping papers), garbage or treated wood, since it can emit poisonous fumes.

Q.

WASHINGTON

Now that Main State is a smoke-free building, are we still going to hear about The "Great American Smokeout" the Thursday before Thanksgiving? What do you say to the colleague who says: "I like smoking."

A.

Yes, indeed. Although our buildings are now smoke-free, there still are smokers among us and the "Great American Smokeout" will be held nationwide. If your coworker leaves the building during the noon hour or during breaks to smoke, arrange a kaffeeklatch on November 18 this year and enjoy coffee and/or a treat together. Encourage him or her to join you for lunch; make the event upbeat and festive. Provide support for his or her efforts to quit by telling your colleague of the advantages of not smoking.

Why quit? Because quitting makes a difference right away. You can taste and smell food better. Your breath smells better. Your cough goes away. This happens for men and women of all ages. It happens for healthy people as well as those who already have a disease caused by smoking.

Also, most important, quitting cuts the risk of lung cancer, many other cancers, heart disease, stroke, other lung diseases and respiratory illnesses. In addition, people who've stopped smoking have better health than those who smoke, fewer days off sick, fewer complaints about their health and less bronchitis and pneumonia. After 15 years off cigarettes, the risk of death for ex-smokers drops nearly to the level of persons who have never smoked. And quitting saves money. The average smoker spends \$1,000 per year on cigarettes. This is before the new proposed "sin tax" is enacted. No doubt about it, although you see it less, smoking is still with us.

Q.

AFRICA

We're back in Africa and hearing the party line about not swimming in lakes. Isn't there a treatment now for that disease you get by swimming in lakes?

A.

You're referring to the disease schistosomiasis (commonly known as bilharzia in tropical Africa), which is transmitted by a snail that lives in most bodies of fresh water in Africa. The fact that the water is moving swiftly in local lakes and rivers doesn't make it safe for swimming. Schistosomiasis has been known to occur after even a single swim, a single water-skiing afternoon or a simple wade into the lake to retrieve a ball from shore. One dangerous place is Lake Malawi, which had been considered safe by local health authorities. However, recent studies by the U.S. Centers for Disease Control have identified a high risk of becoming infected by exposure to lake water.

Yes, there's treatment for schistosomiasis but acute episodes of the disease can occasionally be devastating, with possible paralysis, breathing problems and irreversible symptoms. Swimming in the

ocean or in chlorinated pools is the best way to prevent the disease, which isn't always innocuous. Listen to the old Africa hands who know whence they speak: don't swim in the local rivers and lakes!

Q.

DOWN UNDER

It has been years since I've read anything in STATE magazine about mammograms. We have retired now, and my doctor here doesn't mention them or order them for me. What is the current thought on this in the United States?

A.

Although most doctors do recommend a mammogram for their women patients 40 and older, not all do. Don't wait. The guidelines adopted by the National Cancer Institute and 12 leading medical organizations are very clear. Beginning at age 40, you should have a mammogram every one to two years. When you turn 50, you should have a mammogram every year. Your doctor should give you a thorough breast examination once a year. But women shouldn't be fooled into thinking mammography is 100% accurate. Therefore, it's imperative that women perform monthly breast self-examinations.

These guidelines apply only to women who don't have any symptoms or signs of breast cancer, such as lump or other change in the breast (bloody discharge,

Here are the facts

(See Page 19)

—The Office of Foreign Buildings Operations, in State Annex 6, Rosslyn, Va. □

sudden onset of inflammation, etc.). If you have any symptoms at all, you should certainly see a health care provider immediately.

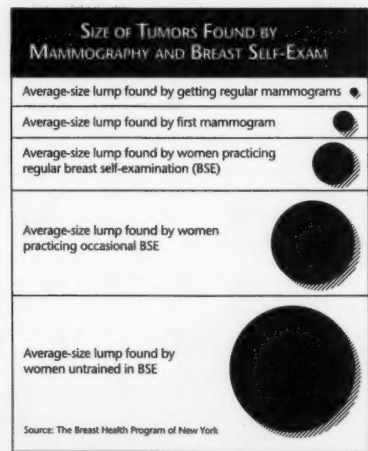
For most women, mammography results will bring good news. For those one in nine women who are diagnosed with breast cancer, there are several effective treatment procedures. The fact that survival rates are increasing is due in large part to advances in early detection techniques, improved surgical procedures and new forms of adjuvant (post-surgical) hormonal therapy and chemotherapy. If a lump is found, a doctor may order an aspiration biopsy (removal of fluid) in a breast lump, or a tissue biopsy. If the biopsy indicates the presence of cancer cells, the patient and her physician should confer about treatment options. The standard way to treat breast cancer is surgery, which may be followed by radiation (X-ray) therapy, hormonal therapy or chemotherapy. ■

Separate support groups for those with cancer or caring for aged

The Department's Employee Consultation Service has sent out notices reminding employees that lunchtime support groups are meeting at State for employees who are cancer survivors or who have aging parents.

The cancer group meets on the first and third Tuesday of each month, while the second group meets on Tuesdays and Thursdays. For information, call 647-4929. □

Buy U.S. savings bonds through the Payroll Savings Plan. Take stock in America. You can't buy a better country. □



BUREAU NOTES

THE SEVENTH FLOOR

Office of the Secretary

SECRETARY CHRISTOPHER traveled to New York, September 26, to attend the UN General Assembly. Accompanying him and serving as part of the advance team were special assistant MARGARET MCGUINNESS; ELIZABETH LINEBERRY, personal assistant to the Secretary; staff assistants LINDA DEWAN, SUSAN EDWARDS and MARTHA CORRALLES; the deputy executive secretary of the Executive Secretariat, ROSS WILSON; Secretariat Staff officers MARY KAY LOSS and PAUL WEDDERIEN and line assistants HELENA MCGEVNA and SHARON OPER; operations assistant JENNIFER POOLE; the executive director of the Secretariat, LYNNWOOD M. DENT JR. and members of his staff: JAMES WILLIAMS, GAIL CLEVELAND and GEORGE ROWLAND; the assistant secretary for public affairs, THOMAS DONILON; his deputy and Department spokesman, MICHAEL MCCURRY and special assistant JANET BOGUE; the counselor for the Department, TIMOTHY WIRTH; his executive assistant, ANDREW SENS, and personal assistant, SANDRA ULMER; the assistant secretary for Near Eastern Affairs, ED DJEREJIAN; the assistant secretary for East Asian and Pacific Affairs, WINSTON LORD; the assistant secretary for European and Canadian affairs, STEVE OXMAN; the assistant secretary for inter-American affairs ALEXANDER WATSON; the assistant secretary for international organization affairs, DOUGLAS BENNET, and his principal deputy GEORGE WARD; the U.S. representative to the Organization of American States, HARRIET BABBITT; and STEPHANIE VAN REIGERSBERG, translator from the Department's Office of Language Services. □

Office of the Under Secretary for Economic and Agricultural Affairs

Under Secretary JOAN SPERO traveled to Israel, September 12-14, for meetings of the U.S.-Israeli joint economic development group. Discussions focused on Israeli economic reform and the economic aspects of the peace process . . . Ms. Spero continued on to Italy, September 15-16, for preliminary discussions on the 1994 Naples Group of Seven (G-7) summit, as well as talks with Italian officials on bilateral economic issues.

She was accompanied by special assistant BRUCE LOWRY . . . Accompanied by special assistant ANNE DERSE, she traveled to San Francisco and Honolulu, September 21-22, to speak before the Asia Foundation and attend the senior officers meeting of the Asia-Pacific Economic Cooperation Group. □

Protocol Office

The ceremonial section coordinated the following events: a luncheon by Mrs. TIPPER GORE in honor of the wife of the president of the council of ministers of the Russian Federation; a reception by SECRETARY and MRS. CHRISTOPHER in honor of new members of the 103rd Congress; a luncheon by Mr. Christopher on the occasion of the signing of the Israeli-Palestinian declaration of principles; a luncheon by Mr. Christopher in honor of DOUGLAS HURD, secretary of state for foreign and commonwealth affairs of the United Kingdom; escorting of the diplomatic corps to the Capitol to attend the joint session of Congress, addressed by the President; a luncheon by the Secretary to support Middle East peace. The following events were coordinated in New York by APRIL GUICE, KIM TOWNSEND, and RICK PAULUS in connection with the UN General Assembly: breakfasts by the Secretary in honor of Asia/Pacific countries and the South Asian Association for Regional Cooperation; receptions by Secretary and Mrs. Christopher in honor of the Organization of African Unity, and for the Latin American and Caribbean countries; a coffee by Mrs. Christopher for wives of heads of delegations; a luncheon by the deputy secretary in honor of the president of Nicaragua; and a luncheon by Mrs. CLIFTON WHARTON in honor of the wives of heads of delegations of the Association of South East Asian Nations. CHENOBI CALHOUN, VINCENT LEWIS and ROBERT RICE assisted with these functions. □

ADMINISTRATION

Front Office

J. MICHAEL O'BRIEN has left for his new assignment as executive director, Bureau of International Organization Affairs. □

Executive Office

On October 1, the following four organizations began being provided administrative

services by this office: the Office of Diplomatic Contingency Planning, the Office of Foreign Missions, the Office of the Curator of the Diplomatic Reception Rooms and the Moscow Embassy Buildings Control Office. The Office of Diplomatic Contingency Planning now reports to the assistant secretary for administration, while the other organizations continue to report to the under secretary for management. □

Office of Operations

Office of Safety/Health and Environmental Management: KEN STRAWBERRY has been assisting U.S.I.A. with its occupant emergency plan and has been active with the Main State fire wardens program . . . KEN DOOLAN provided on-site technical assistance to Dublin, concerning indoor air quality issues in the consulate work spaces . . . EILEEN VERITY conducted a training program for new-hire communicators, as well as a lunchtime session on cumulative trauma disorders . . . DAVID NEEDHAM was re-certified by the Environmental Protection Agency as a licensed asbestos management planner . . . REGINA MCCLELLAND and Ms. Verity briefed staffers from Georgetown, Harare, N'Djamena and London who were at the Department on home leave.

Office of Language Services: GAMAL HELAL interrupted an assignment in California and returned to Washington to interpret for the Middle East declaration-of-principles signing ceremony at the White House . . . ZAKI ASLAN assisted with presidential calls to Arab leaders . . . Conference reporters MARILYN PLEVIN and FRED KUYATT transcribed interviews granted by SECRETARY CHRISTOPHER, as well as press briefings, on the signing . . . PETER AFANASENKO toured military installations in Nebraska, California and Hawaii with the Russian defense minister . . . DIMITRI ARENSBURGER and DIMITRY ZARECHNAK assisted with the Washington portion of the visit . . . Mr. Arensburger accompanied MALCOLM TOON to Russia and Armenia for talks on prisoners of war, and traveled to Geneva for a weeklong missile treaty review . . . Mr. Afanassenko and Mr. Zarechnak interpreted for the visit of the Russian prime minister . . . GALINA TUNIK was in Moscow and Kiev for weapons dismantlement talks . . . STEPHANIE VAN REIGERSBERG and BARBARA PHILLIPS traveled to Vancouver for an education exchange conference involving the United States, Canada and Mexico . . . MARCEL BOUQUET interpreted for a customs course in Argentina . . . VIVIAN CHANG was in Boston for war-debt negotiations with Taiwan . . . SIM SMILEY was at Fort Knox for staff talks

with Italy . . . Ms. Van Reigersberg coordinated interpreting support for PRESIDENT CLINTON's and Secretary Christopher's meetings in New York in conjunction with the UN General Assembly . . . Ms. Plevin was also in New York to transcribe official statements and briefings . . . DONNA SANDIN served as acting chief of the Romance language section in the Translating Division . . . Director HARRY OBST attended a foreign language policy seminar at Johns Hopkins . . . Former staff member AMY KRINSKY has returned to the Romance section of the Translating Division . . . THOMAS MALIONEK joined the Russian and general section, and Spanish linguist GUILLERMO BASERVA joined the Interpreting Division, on September 20.

Office of Facilities Management and Support Services: An environmental quality working group has been established to identify and coordinate improvements in the working environment in State Annex 15. The chief of facilities management and support services, RICHARD ISELIN, will chair this group, which has representatives from the Office of Safety/Health and Environmental Management, Office of Real Property Management, Bureau of Finance and Management Policy and Bureau of Personnel . . . FRANK BRIGHT and DAVE STOTTEMYER traveled to Portsmouth, N.H., for negotiations with the commercial facilities management contractor for the Portsmouth consular center . . . WAYNE HENDERSON and KELVIN ARRINGTON have received Meritorious Honor Awards for their computer-enhanced videotape presentation of a proposed major renovation of the Department's courtyard plants, shrubs and trees . . . STACEY TOUCH attended employee relations training, and MAUREEN RUPPERT attended stress-management training . . . ELIZABETH ELLIOTT KIMMEL, FRANK BRIGHT, WILLIAM DAVIS, WILEVA JOHNSTON, TINA HENNIP, ANNETTE JURKONIE, BIRGITTA STANGE, ALVIN COLEMAN, ART YOUNG, ALBERT WHITING, KELVIN ARRINGTON and the Fleet Management Staff, consisting of CALVIN DUBOSE, DICK ALBERT, J.R. YOUNG and GEORGE WILKS, and the utility crew provided support for the Middle East peace talks.

Office of Commissary and Recreation Affairs: DIANE DE VIVO was welcomed to the office as the new director. She recently completed a tour in Managua, Nicaragua, as administrative officer . . . Acting operations manager LAURA MCGUIRE provided temporary-duty assistance to the employee associations in Athens, Cairo and London . . . Systems accountant MIKI RANKIN provided temporary-duty assistance to the associations in Damascus, Amman and Addis Ababa . . . Ms. De Vivo and Miki Rankin

provided temporary-duty assistance to Managua, to brief the new ambassador, deputy chief of mission and administrative officer on steps needed to remove the association from trusteeship . . . Preparations were continuing for the Europe bureau's training seminar and trade show, to be held November 1-12 in Athens, Greece.

Office of Supply and Transportation: CHESTER KUCHNO and CYNTHIA HALPRIN-ANDREOTTA, Supply Division, reviewed property management operations at Oslo, Copenhagen, Prague and Bratislava, September 6-22.

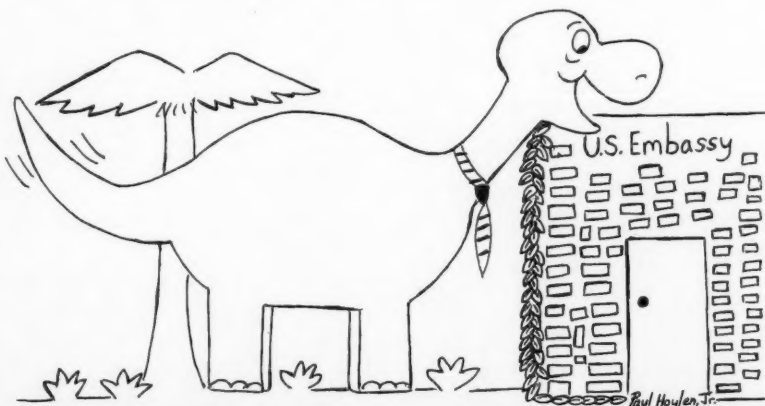
Office of Real Property Management: The office is involved with moves and alterations to implement the Department's reorganization. Some limited Main State space has been made available as temporary swing space to assist in the reorganization. "We appreciate the understanding of the bureaus as we attempt to handle their requests," the office reported . . . Construction of the Singapore chancery has been substantially completed at the International Chancery Center on Connecticut Avenue. The official opening reception was on September 28 . . . The National Foreign Affairs Training Center at Arlington Hall is nearing completion, and the opening ceremony is planned for October 13. The old Foreign Service Institute plans to be moved completely to the new campus by December.

Office of Overseas Schools: The Department of Education and the National Association of Elementary School Principals honored outstanding school principals from each state (including Washington, D.C., Guam, the Virgin Islands and Puerto Rico), the Department of Defense dependent schools and Department of State-assisted schools. KATHRYN

EDWARDS, American School of Yaounde, and ROBERT SILLS, Rabat American School, were selected as "National Distinguished Principals" from the State-assisted schools. Assistant Secretary PATRICK F. KENNEDY and the deputy assistant secretary for operations, CHARLES B. RESPASS, presented them with certificates. □

Foreign Buildings Operations

The deputy assistant secretary for foreign buildings, JEROME F. TOLSON JR., met with ambassador-designate VICTOR L. TOMSETH, Laos, to discuss property issues in Vientiane, including the legal ownership of Silver City (the former general services and staff housing compound) and the administrative annex properties . . . Ambassador GEORGE JONES, Guyana, provided a progress report on the local architectural and engineering work underway to restore the old ambassador's residence for future use as a post community center and temporary-duty office space . . . Ambassador-designate RICHARD HOLBROOKE, Germany, and administrative minister/counselor DON HAYS, Bonn, met for a review of preparations for the next session of real-property negotiations with the government of Germany, and plans for the construction of a Berlin chancery at the Pariser Platz site . . . A meeting was held with Ambassador JAMES CHEEK, Argentina, to discuss a sale of the ambassador's residence and purchase of another, under Foreign Building Operations' asset management program. Pending projects for the chancery also were reviewed . . . A



Diplodocus—a polite, friendly, diplomatic Ivy League dinosaur that was known to eat

ivy and other plants. It also consumed tons of paper.

briefing was provided for Ambassador JOHN NEGROPONTE, Philippines, to review the status of an asset-management study and to discuss pending sales of U.S. Government-owned properties in Baguio and Fort Bonifacio . . . Ambassador-designate DONALD MCCONNELL, Burkina Faso, was briefed on the acquisition for the ambassador's residence of a long-term lease, and on an impending project to enlarge public space in the Marine house . . . A briefing was held for ambassador-designate ROGER GAMBLE, Suriname, to discuss leasing issues concerning the chancery, the post housing profile and a condition report on the ambassador's residence . . . The director for acquisition and planning, JOSEPH T. SIKES, provided a briefing for ambassador-designate WILLIAM RAMSAY, Congo, that covered a review of planned special maintenance and repair projects, to include a proposed rewiring of the chancery. The post property profile was also discussed . . . The director for operations and post support, LAWRENCE BAER, met with consul general RICHARD N. DERTADIAN, Naples, to address the possibility of converting the fourth floor of the consulate office building to residential space . . . A briefing was provided for ambassador-designate MARK HAMBLEY, Lebanon, in which the need to evaluate the Department's facilities in Beirut was discussed, in light of what was seen as an improving political situation. □

Information Management

Systems Operations: Deputy assistant secretary JOHN E. CLARK visited Paris, Rome, Bonn and Frankfurt for information management discussions . . . SIDNEY V. REEVES visited Bonn and Frankfurt to review information management issues . . . ANDREW HOFF and JAVIER DUENAS provided communications support in New York for the UN General Assembly . . . RON LAY, BRIAN PETERSON and DAVID COOPER were attending a limited communications course . . . KATHY MCGUIGAN conducted communications security audits in Bangkok, Udorn, Chiang Mai and Dhaka . . . BRIAN THIBODEAU conducted audits in Miami, Buenos Aires, Santiago, Montevideo, Vienna, Bratislava and Milan . . . DENNIS SEVERNS provided communications support in Victoria and Berlin, and conferred with regional communications personnel in Abidjan, Nairobi and Bonn . . . DICK McCLOUGHAN and RON DE BROSSE traveled to Vienna and Jakarta to install a classified local area network . . . DEWEY GIPSON led regional technicians during the installation of a classified local-area network in Rome.

Information Services: EDWARD WIL-

SON attended the annual information resource management conference in Norfolk, Va. . . . KEN ROSSMAN and ANDREE HOLTON visited Warsaw, Moscow, Almaty and Bratislava to provide technical assistance and training on record issues.

Planning and Development: JOHN F. SIEGRIST JR. reported for duty as director for applied technology and acting managing director for planning and development . . . PAULETTE ROMNEY, a participant in the Women's Executive Leadership Program, attended a five-day training session in Hagerstown, Md. □

Office of Procurement Executive

BARBARA MARSHALL has returned from a six-week trip to the regional procurement and support office, Tokyo, where she was filling in for the director, LAWRENCE MANDEL, who was on home leave . . . The regional procurement and support office in Miami was opened on August 23 by ROB LLOYD. Although initially it will only provide technical assistance to offices within its region, when fully staffed, it is anticipated that it will ultimately provide on-site assistance, training and review services . . . The regional procurement and support office in Singapore was opened September 3 by its new director, JAMES TYCKOSKI. After its first year in operation, the office will provide on-site assistance, training and review services for posts within its region. □

Office of Small and Disadvantaged Business Utilization

DURIE WHITE, GREG MAYBERRY and CHARLES MALLET will participate in the Commerce Department minority business development agency's 11th annual National Minority Enterprise Development Week activities, October 5-7. Representatives from the Office of Operations will also participate. □

AFRICAN AFFAIRS

Office of the Assistant Secretary: Assistant Secretary GEORGE E. MOOSE attended the Congressional Black Caucus "Foreign Affairs Braintrust" weekend, September 17, where he participated in a panel on building support for U.S. policy toward Africa . . . On September 20 he attended the Southern Governors Association/African heads of state meeting in Richmond, Va. . . . He traveled to New York, September 27, for the opening week of the UN General Assembly, meeting with African leaders while he was in New York . . . On September 27 he spoke on "South Africa's Economic and Political Outlook," at the National Foreign Trade Council conference on U.S. investment in South Africa . . . He testified on U.S. policy toward South Africa, before the House subcommittee on Africa, September 30.

Office of Central African Affairs: AR-



KHARTOUM, Sudan—At a Meritorious Honor Award ceremony that was held in this African nation south of Egypt, from left:

Mohamed Bashir, Amani Moharib, Ambassador Donald Petterson, Miram Elnigomi, Ibrahim Khair.



KIGALI, Rwanda—Retiring motorpool supervisor *Henri Rukungira* with general services officer *Julie D. Adams*.

LENE RENDER became director, August 16, and REED FENDRICK began as deputy director, August 23 . . . KEVIN AISTON, desk officer for Rwanda and Burundi, visited those countries on orientation travel, September 6-17 . . . LORI MAGNUSSON, desk officer for Gabon, Sao Tome and the Congo, visited those West African countries, September 20-October 8.

Office of Economic Policy Staff: As part of the Africa bureau delegation, ANN L. HOLLICK, director, attended Virginia Governor L. DOUGLAS WILDER's meeting with the Southern Governors Association in Richmond, September 20-21. Twenty-five African heads of states, ministers and senior African officials, and a dozen governors of the Southern states, signed a framework accord, September 20, designed to lay the groundwork for more U.S. business and cultural contact with African nations . . . MARY TOWNSWICK, financial economist, accompanied Mr. Moose to the Tokyo international conference on African development, October 5-6. The conference emphasized the donors' commitment to Africa and the lessons to be drawn from the Asian development experience.

Office of Southern African Affairs: During September, director MARTIN BRENNAN spent three weeks on orientation in southern Africa, visiting Angola, South Africa, Namibia, Botswana, Lesotho and Mozambique. Also in southern Africa in September was SUSAN KEOGH-FISHER, officer-in-charge of South Africa. □

CONSULAR AFFAIRS

Front Office: Assistant Secretary MARY A. RYAN, accompanied by special assistant NICHOLAS SHERWOOD, traveled to Madrid, September 15-17, to attend a consular conference for officers and consular agents from posts in Spain and Portugal . . . Following the conference, she traveled to Helsinki, September 19-21, to participate in a Foreign Service Institute-sponsored workshop for consular officers from Foreign Service posts in the newly-independent states of the former Soviet Union. Also participating in the conference were JAMES W. CARTER, of Visa Services; WILLIAM F. DANIELS, Overseas Citizens Services; FRANCES JONES, Office of the Executive Director; and MARC GORELICK, Fraud Prevention Programs . . . Ms. Ryan then traveled to London for discussions with British Foreign Office officials. She was joined by RICHARD McCOY, the bureau's senior adviser . . . Ms. Ryan was the luncheon speaker, September 30, at the North American Symposium on International Child Abduction, sponsored by the American Bar Association's Center on Children and the Law. Other speakers from the bureau were principal deputy assistant secretary DAVID L. HOBBS; CARMEN DiPLACIDO, director, Citizens Consular Services; LINDA DONAHUE, the bureau's child custody coordinator; and SHARON PALMER-ROYSTON, Office of

Citizenship Appeals and Legal Assistance, in Passport Services . . . On October 4-5 Ms. Ryan attended a consular conference in Ottawa for consular officers from Foreign Service posts in Canada. She was accompanied by NICHOLAS SHERWOOD; DONNA HAMILTON, the bureau's deputy executive director; GEORGE LANNON, director of field support and liaison, Visa Office; and VICTOR ABEYTA, director of fraud prevention programs . . . On October 6-7 Ms. Ryan met with personnel at the U.S. consulate in Toronto.

Principal deputy assistant secretary Hobbs participated in an annual meeting sponsored by the Office of the Inspector General, September 21, in the Department . . . On September 17 Mr. Hobbs spoke at the inter-American affairs chiefs of mission conference, at Airlie House, Warrenton, Va.

Visa Services: On October 4 DIANE DILLARD assumed duties as deputy assistant secretary. She was consul general in Paris . . . JOYCE DeSHAZO, Office of Field Support, attended an Australian consular conference in Brisbane, September 2-3 . . . Following the conference, she traveled to Sydney, Hong Kong and Taipei for consultations on visa operations.

Overseas Citizens Services: DAVID KORNBLUTH has been reassigned from Citizens Consular Services to become chief of the Europe and Africa Division, Citizens Emergency Center.

Passport Services: From September 20-24 BARRY KEFAUVER, deputy assistant secretary, visited employees and supervisors at the Philadelphia, Boston and New York Passport



CONSULAR AFFAIRS—At the American Bar Association's Center on Children and the Law symposium on international child abduction, left to right: *Linda Donahue*,

child custody coordinator in the bureau; *Patricia M. Hoff* of the bar association; Assistant Secretary *Mary A. Ryan*.

Agencies . . . He visited the National Passport Center, September 27, and the Seattle, San Francisco and Honolulu agencies, October 4-8 . . . From September 13 to 16 associate director WILLIAM CAMP and field coordination chief FLORENCE FULTZ conducted a management review at the Stamford and New York Agencies . . . A passport acceptance agents conference was held September 21-24 at the Bureau of Diplomatic Security's training facility in Dunn Loring, Va. Topics included the role of passport acceptance agents as customer service managers, training agents and understanding and reacting to the changing demographics of passport agency regions.

Fraud Prevention Programs: The week of September 27-30, the Office of Fraud Prevention Programs hosted a conference for fraud program coordinators from domestic passport agencies. Welcoming remarks were given by Ms. Ryan. VICTOR A. ABEYTA, director of fraud prevention programs, provided an overview of the agenda, which was designed to counter fraud in the issuance of U.S. passports . . . CLYDE BISHOP, deputy office director, attended the 1993 international fraud conference in Paris, September 20-24 . . . From September 11-25 ART MILLS participated in a Foreign Service Institute conference in New Delhi, where he made presentations on antifraud related matters, then traveled to Karachi, Islamabad and Frankfurt to conduct training sessions . . . Following a consular conference in Helsinki, MARC GORELICK provided antifraud training to Finnish airline, law enforcement and consular officials, and discussed alien smuggling concerns with host government officials in Tallin, Estonia, and St. Petersburg, Russia . . . TAMMY PETERS departed the office, September 10, to assume responsibilities in the Office of the Coordinator of Assistance to the New Independent States.

Office of the Executive Director: Executive director MICHELE TRUITT, with the deputy assistant secretary for information management, JOHN CLARK, traveled to Paris, Rome, Bonn and Frankfurt for discussions on telecommunications systems requirements . . . On September 10 deputy executive director DONNA HAMILTON and STU BIBBS, General Services Division, traveled to Philadelphia to view new office space for the Philadelphia Passport Agency.

On September 20 the Transitional Immigrant Visa Processing Center in Rosslyn, Va., recorded its two-millionth visa beneficiary. The occasion was marked by a ceremony at the center's offices. The principal deputy assistant secretary for consular affairs, DAVID L. HOBBS, was present to sign a letter to the visa applicant, the Argentine wife of a U.S. legal permanent resident, notifying her that the center had received her approved

immigrant visa petition.

The center opened on October 1, 1991, and is set up to perform all of the initial processing of immigrant visa petitions received from the U.S. Immigration and Naturalization Service by the State Department. Once the center completes the processing, it notifies the petition's beneficiary of procedures necessary to receive a visa. The center's work relieves U.S. embassies and consulates abroad of many of the administrative and clerical tasks necessary to process immigrant visa applications. There are more than 800,000 visa petitions stored at the center, pending their transmission to Foreign Service posts around the world for adjudication.

Plans are underway to move the center early next year to its permanent location at the site of the former Pease Air Force Base in Portsmouth, N.H. At that time, the National Visa Center will join the National Passport Center, which opened in November 1992. □

DIPLOMATIC SECURITY

Diplomatic Security Service: BRENDON P. O'HANLON became director of the Office of Protection, October 4. He replaces LANCE PUTNEY, who is retiring . . . FREDERIC KRUG, director of field office operations; RONALD REAMS, director of investigations; and KATHLEEN CHARLES, executive director, conducted a criminal investigative program review of the Miami Field Office, August 24-25 . . . Special agent HARRY JONES, Atlanta Resident Office, attended an Olympic security support group offsite conference at Jekyll Island, Ga, September 6-9. The group is responsible for all aspects of the summer games to be held in Atlanta in 1996 . . . WALTER DEERING, special agent-in-charge, Miami Field Office, conducted inspections of resident agent office activities in New Orleans, San Juan and the U.S. Virgin Islands. The inspection concentrated on the passport fraud investigative program . . . ROSA TRAINHAM is the new special agent-in-charge of the Houston Field Office . . . RICHARD SOLAR, assistant special agent-in-charge, Boston Field Office, presented briefings on diplomatic immunity and the role of Diplomatic Security, at the Environmental Police Officers Association annual meeting in Rehoboth, Mass. The meeting was attended by over 250 U. S. and Canadian law enforcement officials.

Countermeasures and Counterintelligence: JON LECHÉVET, director, Office of Information Systems Security; MARK STEVENS, director of security technology; and JULES ROMAGNOLI, Information Systems

Security, traveled to Bangkok, September 8, to attend the worldwide security engineering officer-in-charge conference. The conference was highlighted by their presentation, "The Role of the Security Engineering Officer in a Post Cold War Era."

Office of the Executive Director: The management systems software branch staff installed the bureau's automated property management system, for engineering security office use, at seven posts in September. DAVID VERMILLION installed the system in Rome, Bonn and Tel Aviv, HARVEY SMITH in London and Paris and FRANK DUBIEL in Buenos Aires and Rio de Janeiro . . . FRANK DUBIEL, Management Systems Division, conducted training on the criminal investigations case tracking system, at the Houston Field Office, August 30-September 3. Special agents from the Dallas Resident Office also received training at that time . . . KATHLEEN O'DAY, Management Systems Division, conducted computer training at the San Francisco Field Office, August 30-September 3; the Houston Field Office, September 7-10; and the Chicago Field Office, September 20-22. She provided training on WP+, Wang Office, Introduction to PCs, TECS/NCIC/NLETS, Excel and Word Perfect . . . JOE ZARANKA, Management Systems Division information systems security officer, attended the bimonthly meeting of the interagency border inspection system user group, in Springfield, Va., September 14. The meeting was sponsored by the U.S. Customs Service . . . BOB MAJOR, Management Systems Division telecommunications branch chief, and Mr. Zareňka attended the Federal Bureau of Investigation's National Crime Information Center working group, September 27-30, in Leesburg, Va. Approximately 400 officials from law enforcement organizations throughout the United States attended the sessions . . . A computer systems technical training conference was held in Washington, September 27-October 1, for the bureau's field office systems managers. Attendees included SHARON BIGANDO (Houston), BARBARA BISTANY (Boston), MARILYN DICKEY (St. Louis), JOANN FUCILE (Philadelphia), BRENDA HOUSTON (Chicago), AURORA KIM (Los Angeles), KATHY REED (Miami) and DORIS ROGERS (Washington). □

EAST ASIAN AND PACIFIC AFFAIRS

JODI JENKINS, post management officer for Japan and Korea and contracting officer's representative for the American Institute in Taiwan, traveled to the region,



EAST ASIAN AND PACIFIC AFFAIRS—At award ceremony, from left: *Mike Owens, Ken Quinn, Chris LaFleur, Beth Evans, Kurt Tong, Desaix Anderson, Joe Richardson, Assistant Secretary Winston Lord, Lawana Robinson, Mike Gutensohn, Clarke Ellis, John Tkacik, Al O'Neill.*

September 25-October 4, to finalize the new contract for the institute with members from State's Office of the Procurement Executive. Ms. Jenkins will also visit posts in Japan and Korea . . . **ROD MASON** joined the bureau as general services officer, replacing **CATHLEEN MAYNARD**, October 4. Mr. Mason arrived from Lahore, Pakistan . . . Visitors to the bureau in September were the ambassador-designate to the Philippines, **JOHN NEGROPONTE**; **WILLIAM BODDE**; and **PENNY AKAHLOUN**, personnel officer from Beijing.

Office for the Philippines, Indonesia, Malaysia, Brunei and Singapore: Mr. Negroponte prepared for his confirmation hearings and consulted during September in preparation for his assignment . . . **THERESA TULL**, nominated as ambassador to Brunei, prepared for her Senate hearing . . . **PETER SPALDING**, en route to Manila as political counselor, after serving as consul general in Surabaya, consulted at the office in late September . . . Director **W. SCOTT BUTCHER** and economic/trade officer **ANNE GALER RYAN** traveled to New York, September 28-October 1, to assist with bilaterals at the UN General Assembly . . . Indonesia country officers **KAREN BROWN** and **LISA ERRION** arranged the U.S.-Indonesia Chamber of Commerce seminar on Indonesia, September 29; the guest speaker



JAKARTA, Indonesia—*Madun, right, an auto mechanic and the longest-serving employee at the U.S. mission, receives a 40-year service award from Ambassador Robert L. Barry.*

was Indonesian Finance Minister **MARI'E MOHAMED** . . . Indonesia country officer **KAREN BROWN**, Singapore/Brunei country officer **NAN NIDA** and Malaysia country officer **JOHN HEFFERN** coordinated their countries' participation in the October 1 mid-east donors conference.

Office of Japanese Affairs: In September

BRIAN MOHLER arrived on the Japan desk as chief of the economic section . . . **HANS KLEMM** joined him in the economic section . . . **KRISTINE PELZ** arrived in the political section . . . **DAVE SHEAR** traveled to Hawaii and Tokyo in September to sit in on security talks . . . Economic officer **DREW QUINN** visited Hawaii, September 17-24, to help kick off talks on the U.S.-Japan economic framework. □

ECONOMIC AND BUSINESS AFFAIRS

Assistant Secretary **DAN TARULLO** chaired the initial meeting of the dialogue for economic cooperation with Korea, September 7-8, in the Department.

PAUL BALABANIS, director, Office of Monetary Affairs, headed the U.S. delegation for bilateral Paris Club rescheduling talks with Peru, in Washington, August 26-27 . . . **BYRON SIGEL**, Developed Country Trade Division, attended the U.S.-Japan semiconductor statistical meeting in Tokyo, September 13-16, and the U.S.-Japan framework and trade committee meetings, in Hawaii, September 17-22 . . . **PATRICIA PAYNE**, Developing Countries and Trade Organizations Division, visited Indonesia as part of an interagency team reviewing Indonesia's worker rights practices . . . **Chris Beede**, same division, traveled to Geneva to take part in the October meeting of the General Agreement on Tariffs and Trade's working party

on Chinese accession.

The director for economic sanctions policy, ROBERT DEUTSCH, traveled to Vienna, Austria, and Bucharest, Romania, September 16-22, in connection with UN sanctions on Serbia and Montenegro. In Vienna, he participated in the European Community/Conference on Security and Cooperation in Europe sanctions liaison group meeting to review progress in implementing the sanctions. In Bucharest, he led the U.S. delegation to a meeting, organized by the UN Development Program, on border transit problems created by the sanctions regimes, and held consultations with the Romanian government on sanctions issues.

HOWARD LANGE, director, Office of Intellectual Property and Competition, was a member of the U.S. delegation to the Geneva meetings of the World Intellectual Property Organization, September 20-29 . . . STEPHEN K. KEAT, same office, participated in antitrust consultations with the European Community in Brussels, September 20, and in antitrust consultations with Canada, in Washington, September 27.

GEOFFREY OGDEN, director, Office of Maritime and Land Transport, took part in negotiations in Paris at the Organization for Economic Cooperation and Development on a multilateral agreement to eliminate government subsidies for shipbuilding, September 11-18 and September 26-October 1.

DONALD BOOTH, chief, Developed Country Trade Division, cochaired the U.S. delegation to the 107th meeting of the Organization for Economic Cooperation and Development's trade committee, in Paris, September 22-23 . . . ANN KAMBARA of the division was in Paris, September 13-15, for a meeting of the Organization for Economic Cooperation and Development's committee on consumer affairs, and in Geneva, September 27-29, representing the Department in renegotiation of the General Agreement on Tariffs and Trade civil aircraft code.

JAMES R. TARRANT, deputy assistant secretary for transportation affairs, chaired U.S./German civil aviation talks in Bonn, Germany, August 31-September 2 and September 22-24. These talks continued in Washington, September 8-12. CASSIUS JOHNSON, Office of Aviation Negotiations, participated in the talks . . . On September 14 Mr. Tarrant met with JOHN MacGREGOR, secretary of state for transport, United Kingdom; FREDERICO PEÑA, Secretary of Transportation; and Assistant Secretary TARULLO to discuss aviation and maritime issues.

CARL C. CUNDIFF, special negotiator for transportation affairs, held civil aviation negotiations in Washington, with Ireland, September 27-29 . . . THOMAS H. MARTIN, director, Office of Aviation Negotiations, chaired a U.S./United Kingdom work-

ing group on resolution of civil aviation disputes, in Washington, September 16-17 . . . STEPHEN CRISTINA, same office, participated in both the Irish and British talks . . . PAUL SCHLAMM, deputy director, Office of Aviation Programs and Policy, attended the September 22-24 meeting in Honolulu of senior officials of the Asia-Pacific Economic Cooperation organization.

People: Arrivals: LAWRENCE F. CONNELL and A. JAMES STRUDWICK, Office of the Assistant Secretary; RICHARD A. RORVIG, Special Trade Activities Division; WALLIS S. HAYNES, Office of Investment Affairs; GEORGE GRIFFIN, coordinator for business affairs; THOMAS A. MARTEN, Office of East-West Trade; LYNETTE J. POULTON, Office of Global Energy; and JOHN J. HARTLEY, Office of Aviation Negotiations. □

EUROPEAN AND CANADIAN AFFAIRS

Office of the Assistant Secretary: Assistant Secretary STEPHEN A. OXMAN participated in SECRETARY CHRISTOPHER's meeting with Bosnian President ALIJA IZETBEGOVIC on September 8 . . . Deputy Secretary CLIFTON WHARTON was the special guest at the September 10 office directors meeting, which Mr. Oxman chaired . . . On September 13 Mr. Oxman attended the peace accord signing ceremony at the



RIGA, Latvia—Ambassador *Ints Silins* (left) presents Meritorious Honor award to *Andris Lapins*, general services assistant.

White House, then participated in the Secretary's bilateral with Norwegian Foreign Minister JOHAN HOLST . . . On September 15 Mr. Oxman testified before the House Foreign Affairs subcommittee on Europe, regarding developments in Europe . . . He attended the White House luncheon in honor of Italian Prime Minister CARLO CIAMPI, September 17, and conducted consultations with the United Kingdom later that day . . . On September 22 he attended Secretary Christopher's working luncheon and bilateral with British Foreign Secretary DOUGLAS HURD . . . Mr. Oxman traveled to Atlanta, September 23, to address the annual meeting of the Turkish-U.S. Business Council. He was joined by MARSHALL ADAIR, office director for southern Europe; ROBERT



ATHENS, Greece—Chauffeurs at award ceremony, front row, left to right: *Dimitris Liberopoulos, Vassillis Issaidis, chargé James A. Williams, Ioannis Sotiriou, Stelios Katsiannis*. Back row: *Taxiarhis Kourelis, Paras-*

kevos Bisbikos, Nikolaos Orfanos, Evangelos Papahamos, Meletis Iordanidis, Athanasios Karkantzoulis, Dimitrios Kontogiannis, Zaharias Koundourakis.



SOFIA, Bulgaria—At award ceremony in this Balkan country on the Black Sea, first row: *Elena Panova, Christiana Naidenova, Elise Cort, Ambassador H. Kenneth Hill,*

Sherri Holliday, Tito Costacamps, Mitko Glavev, Vlado Karabelski, Kostadin Kostov, Krassimir Sokolov. Second row: *Rumen Apostolov, Sasha Traicheva, Julia Vulkova,*

Magda Georgieva, Rumiana Iotova, Vasil Stamov, Estelle Aubin, Asparukh Asparukhov, Lee Litzenberger, Ralista Lalova, Si-meon Dechev.

LITT, special adviser to the assistant secretary; and DAVID RANSOM, former office director for southern Europe . . . He returned to Washington to conduct consultations with the French, September 24 . . . He accompanied the Secretary to New York for the meetings of the UN General Assembly, September 27-30 . . . Staff members NANCY McELDOWNEY and SHANNON TRACY, along with staff assistants RICHARD LEVINSON, HENRY RECTOR, CARLA MENARES and JAY DOYLE, ran the bureau operation in New York . . . The bureau welcomed new staff assistant JAY DOYLE, whose last assignment was with the Operations Center.

Principal deputy assistant secretary ALEXANDER VERSHBOW traveled with the deputy under secretary of defense, WALTER SLOCOMBE, September 14-22, for bilateral working group meetings on defense and security relations with Poland, the Czech Republic, Hungary and Slovakia . . . He traveled to Stockholm, Vilnius, Riga and Tallinn, September 23-26, for consultations on Russian troop withdrawals from the Baltic states.

Deputy assistant secretary THOMAS WESTON led the interagency security consultations with Canada, September 16 . . . He initiated work of the joint State-Department of Defense coordinating group on the World War II commemoration, September 16 . . . He met with the Defense Committee of the German Bundestag, September 3, and the Defense Committee of the French Assemblée Nationale, September 17.

MARY ANN PETERS joined the bureau as deputy assistant secretary, with responsibil-

ity for Canada, central, northern and western European affairs, on September 20. She was the deputy chief of mission in Sofia, Bulgaria . . . CHARLES E. REDMAN, special envoy for the former Yugoslavia, traveled to Zagreb, Split and Sarajevo to participate in negotiations on the former Yugoslavia, September 16-30.

Office of Canadian Affairs: Deputy director BRUCE EHRNMAN spoke on cross-border local cooperation in the Pacific northwest, to a conference on "Building Bridges to Sustainable Communities," at Western Washington University, September 8. He used the occasion to consult with state and local officials from Washington and Oregon and their British Columbia counterparts.

Office of Central European Affairs: Director J.D. BINDENAGEL held consultations at Embassy Bonn and other posts in Germany, September 21-30 . . . Economics officer DAN WEYGANDT participated in successful negotiations on a civil aviation agreement with Germany, September 21-24.

Office of East European Assistance: RALPH R. JOHNSON was designated by the White House, August 9, as coordinator for assistance to central and eastern Europe. He is responsible for the coordination of all U.S. assistance to the region, including approximately \$400 million per year under the Support for East European Democracy Act . . . He spoke, September 21, on defense conversion in central and eastern Europe, at a seminar sponsored by the American Bar Association . . . During late-September travel through the region, he addressed the U.S.I.A. public affairs officer conference in Salzburg,

on "America's Role in Post-Cold War Europe." . . . He held embassy consultations and visited support for East European democracy projects in Romania and Albania . . . JEFF FELTMAN, who started Arabic language training, and JOHN MENZIES, who relocated to New York to work at the United Nations, were replaced, respectively, by PAT NELSON-DOUVELIS and FLETCHER BURTON.

Office of Eastern European Affairs: New staff has been added to the Balkan crisis group. STUART JONES covers Serbia and Kosovo; LAURITA DENNY is special assistant; and SUSAN WICKWIRE is a presidential management intern providing back-up support.

Office of Northern European Affairs: ELISABETH BROCKING is the new desk officer for Belgium . . . Director JOHN TEFFT led the U.S. delegation to Oslo for annual security consultations: he was joined by DICK NORLAND . . . Deputy director MICHAEL PARMLY attended the annual British-Irish Association conference on Northern Ireland, in Cambridge, September 10-12, and used the trip for consultations in Belfast and Dublin as well.

Office of Policy and Public Affairs: Director KEITH SMITH traveled to Brussels, Strasbourg, Budapest and Warsaw, September 12-21, to consult with the European Community, Council of Europe and Hungarian and Polish officials on possible U.S. initiatives to promote the consolidation of democracy in central and eastern Europe.

Office of European Community and Regional Affairs: Director SHAUN DONNEL-

LY visited European posts in September for discussions on the European Community, the Organization for Economic Cooperation and Development and Council of Europe affairs . . . WENDELL ALBRIGHT attended the conference on data privacy commissioners in Manchester, England, September 27-30 . . . New arrivals in the office include financial economist MARTHA KELLEY, interim Organization for Economic Cooperation and Development desk officer GUSTAVO DELGADO and intern IAN CAMPBELL.

Office of European Security and Political Affairs: Deputy assistant secretary Weston keynoted the September 21 diplomatic unveiling, organized by SUSAN BALL and JIM LANDES, of the U.S. aircraft to be used under the open skies treaty . . . BILL WOOD led an interagency group to the Nato high level task force meeting in Brussels, September 9 . . . PAULA THIEDE accompanied JIM CUNNINGHAM, who led an interagency group to September 29-October 1 discussions with Nato allies on the future of arms control in Europe . . . Ms. Thiede then went on to consultations with the Conference on Security and Cooperation in Europe delegation in Vienna . . . ERIC REHFELD participated in the annual European Command infrastructure conference, at Ramstein Air Force Base the week of September 27. Discussions focused on infrastructure problems, prospects for more favorable Congressional action and likely effects on possible operations in Bosnia and other areas.

FRED KAPLAN, political-military officer, traveled to Nato headquarters in Brussels, September 21-24, where he attended a meeting of the North Atlantic Council, participated in a meeting of political-military officers assigned to Nato countries, and had consultations at the Western European Union . . . JACK MARESCA represented the United States at the Paris meeting of the Conference on Security and Cooperation in Europe Minsk group, on the Nagorno-Karabakh conflict . . . TOM TORRANCE traveled to Macedonia and to Prague for the conference senior officials meeting, and to Warsaw for the conference human dimension implementation meeting.

Office of Southern European Affairs: Director MARSHALL ADAIR accompanied Assistant Secretary Oxman to the annual conference of the Turkish-U.S. Business Council, in Atlanta, September 23-24, where Mr. Oxman delivered a speech on the future of U.S.-Turkish relations.

Office of Western European Affairs: Mr. Oxman hosted bilateral consultations, organized by CRAIG KELLY and ANN CARSON, with France, September 24 . . . RACHEL ROBBY, fall intern from George Washington University, succeeded JULI ANN DRUSCH, who begins graduate study at American University. □

FINANCE AND MANAGEMENT POLICY

On September 8 the Office of International Financial Operations hosted the bureau's regional administrative management center directors conference, on Fiscal Year 1994 strategy. The conference emphasized the integrated financial management system development process and progress on it. The sessions were hosted by the international financial operations director BRUCE MORRISON and included a number of bureau employees, as well as representatives of the regional administrative management centers in Bangkok, (director DICK PLAMONDON), Paris (director KEN ROSENBERG) and Mexico (director FRED COOK).

The conference differed from those in the past by including a concurrent conference session focusing on disbursing. The Disbursing conference participants focused on the integrated financial management system as well, concentrating on the transition to the new system and recentralization. Workshops were held to present the Bangkok disbursing model and the Paris model. A Treasury workshop on modeling and interfaces with Treasury was also held. These sessions were hosted by the financial management staff and included Treasury officials, as well as the following participants from state regional offices: Bangkok, BILL CAMP, JIM HEIN, NIDAVANKANASAWADSE, ROBERT RIPLEY, and METTA ONGKASUWAN; Paris, CLAUDE DOWLING, CLAUDE TAPIA, MARK YOUNG and MARTINA LACASSE; Mexico, SOFIA DE LA PENA, IRMA FERRE and VIVIAN BARROSO.

CAROLYN S. LOWENGART has returned from a five-month detail to the National Performance Review. She has assumed duties as director of management policy. □

FOREIGN SERVICE INSTITUTE

School of Language Studies: An interagency Korean teachers seminar was held at the Defense Language Institute in Monterey, Calif., August 9-13. A total of 29 participants, including teachers and supervisors from Government language schools attended, to focus on the application of state-of-the-art methodologies and development of course materials, using authentic language for listen-

ing, reading and speaking. Another purpose was to share ideas and materials among U.S. Government language school Korean programs. MARY KIM, Foreign Service Institute language supervisor for Korean and Japanese, gave a presentation on tutoring through an artificial-intelligence-based learning environment. Foreign Service teachers UN-BOK CHEONG, BOK-SOOK CHOI, SO-YOON KIM and JUNG-SUN KIM discussed their course development efforts . . . ILONA LANTOS, Hungarian language instructor, presented a paper in Budapest, Hungary, on "Fonts and International Characters," at the international symposium held by the computer-assisted learning and instruction consortium.

School of Professional Studies: The Orientation Division's course directors, DIANE CASTIGLIONE and EIGIL HANSEN, combined forces to hold the Department's first-ever joint swearing-in ceremony for new Civil Service and Foreign Service specialist employees, July 30, in the Benjamin Franklin Room. Director general GENTA HAWKINS HOLMES gave the keynote address to the new employees and their families and friends . . . JOHN LIMBERT, director, Orientation Division, traveled to Williamsburg, Va., August 26, to give the keynote address—"The Foreign Service in a Troubled World"—at a conference for teachers from two Virginia school districts.

Achievement of the Department's goal of producing economic literacy among all its professionals moved one step nearer this summer when 28 officers from the political, administrative and consular cones completed the pilot offering of the six-week course, "Applied Economics for Non-Economic Officers." The institute said the program earned favorable reviews from participants who were en route to political, political/economic, environment/science/technology and desk-officer positions in the Department and overseas.

The institute's warehouse and four of its general services staff employees have been relocated to their new home at the National Foreign Affairs Training Center, 4000 Arlington Boulevard, Arlington, Va. This was the first group moved to the new building. In addition to their regular duties in connection with over \$1 million dollars worth of equipment, the warehouse staff is processing book orders and supply requisitions with an expendable inventory that is valued at over \$130,000. The staff was responsible for relocating space savers, pallet shelving and moving over 100 skids of supplies and language books from two buildings in Rosslyn. The new warehouse will serve as the home for general services training classes.

* * *
Imagine being asked to do a job in which you have to follow a set of complex regulations more than eight inches thick. To



FOREIGN SERVICE INSTITUTE—Graduates of the “small purchases and requisitions overseas” course (front): *Jyson Kapalamula* (Lilongwe), *Michelle Campbell* (Kingston), *Andrea Hillebrand* (Vienna), *Jaqueline Graham* (Abidjan), *Shi Baoling* (Beijing), *Stavroula Mitsopoulou* (Athens), *Olga De Paez* (Bogota), *Perla Rubio* (Bogota), *Luis More* (San Jose), *Henry Obando* (San Jose), *William Weech* (instructor). Back: *Tomi Suikkari* (Helsinki), *Amadu Kamara* (Freetown), *Doumbia Bourlaye* (Conakry), *Constantine Gikas* (Bonn), *Joseph Nyernie* (Monrovia), *Benjamin Hughes* (Athens), *Jan Valouch* (Prague), *Andrew Fyfe* (Santiago), *William Fleming* (Vancouver), *Shane O’Nolan* (Dublin).

make matters worse, imagine that the regulations are written in a foreign language and that you have had little or no training in how to do your job. Imagine that large amounts of money are involved, and that you are held accountable for your decisions. This was the scenario for Foreign Service nationals who participated in the Foreign Service Institute’s pilot session of “Introduction to Small Purchases and Requisitions Overseas.” Twenty students from 14 countries attended.

The five-day course covered the basics of routine government procurement actions. During the course students prepared General Services Administration requisitions, delivery orders, purchase orders and blanket purchase agreements. The week wrapped up with an “in-basket” exercise in which the students were promoted to the position of contracting officer and asked to make decisions about a number of procurement actions. □

HUMAN RIGHTS AND HUMANITARIAN AFFAIRS

On August 16 Assistant Secretary JOHN SHATTUCK spoke at the first global affairs course at the Foreign Service Institute. He described the work of the bureau, its new organization and discussed some of the issues facing it . . . On August 29 he delivered remarks to the 37th congress of the Union Internationale des Avocats in San Francisco. Over 2,000 lawyers from around the world attended the meeting; Mr. Shattuck’s topic was “Vienna and Beyond: U.S. Human Rights Diplomacy in the Post-Cold War World” . . . He traveled to Vienna, September 8, to consult with the U.S. mission to the Conference on Security and Cooperation in Europe and with conference officials . . . He then went on to Brussels for the European Political Council meeting on human rights . . . He participated in hearings on administration of justice programs, September 14 . . . On September 29 he testified before the House subcommittee on human rights and international organization affairs, on human rights abuses against women . . . He spoke to the New York City bar association, September 14. His topic was the world conference on human rights . . . He met with Latin American and Caribbean chiefs of mission at

Airlie House, September 16, about the proposed reorganization of the bureau and about democracy and human rights issues in Latin America . . . On September 30 he spoke to the Human Rights Watch Council meeting in New York, on the world conference . . . He met in New York and Washington with representatives of human rights nongovernmental organizations, to discuss the same topic and to solicit their views on strengthening the UN human rights mechanisms . . . He participated in bilateral meetings in New York in conjunction with the opening of the UN General Assembly . . . He hosted a luncheon in the Department in honor of his British counterpart, September 21.

On September 22 the bureau and the Bureau of African Affairs saluted former bureau principal deputy assistant secretary JAMES K. BISHOP on his retirement from the Foreign Service. Mr. Bishop received the Wilbur Carr award; Mrs. Bishop was presented a certificate of appreciation for her support to embassy communities, particularly during the civil wars in Liberia and Somalia.

Principal deputy assistant secretary NANCY ELY-RAPHEL gave a speech, “The Protection of Human Rights: The Individual Rights Framework,” September 17, at the University of San Diego . . . “Human Rights and Democracy” was the theme of remarks she gave at the Washington Coalition on Human Rights meeting, September 23.

Initial drafts of the annual country reports on human rights practices were due from most embassies on October 1. The report must be submitted to the Congress no later than January 31; final reports are due in



HUMAN RIGHTS AND HUMANITARIAN AFFAIRS—Assistant Secretary *John Shattuck* presents Wilbur Carr Award to retiring principal deputy assistant secretary *James K. Bishop*, left.

the bureau no later than January 24. On October 1 Mr. Shattuck and Ms. Ely-Raphel met with members of the country reports team, a group of retired Foreign Service officers hired on contract, to edit the reports. In welcoming the group back to the Department, the assistant secretary noted that, for most of the team members, this was their 10th year on the reports. He expressed appreciation for the team's contribution to the Department's human rights work over the years, citing the advantage of the continuity and experience it brings to the work. The team is directed by THOMAS E. WILLIAMS SR. He is assisted by LAWRENCE L. ARTHUR of the bureau. This year's team members and their areas of responsibility are NICHOLAS G. ANDREWS (eastern and southern Europe and the independent states of the former Soviet Union), DAVIS E. BOSTER (Near East and South Asia), STEPHEN PALMER JR. (all of southern Africa; the East African states of Comoros, Mauritius, Seychelles, Sudan and Somalia, and western, central and northern Europe and Canada), JAMES F. RELPH JR. (the remainder of East Africa and all of central and western Africa), DONALD S. HARRIS (East Asia and the Pacific), and JAMES C. TODD (South and Central America and the Caribbean area).

The Department established a new Office

for Democracy Policy and Program Coordination in September. Two new Foreign Service officers will be recruited to round out the eight-person office, reporting through deputy assistant secretary-designate CATHARIN DALPINO to Assistant Secretary Shattuck. Grade 3 Foreign Service officers interested in this new field should contact director JOSEPH MCBRIDE.

The director of the Office of Bilateral Human Rights Affairs, YVONNE THAYER, spoke at a seminar for the University of Washington and Mount Vernon College, September 23, on U.S. human rights policy and how the Government is being reorganized to give greater weight to human rights and democracy issues.

The director of the Office of Multilateral Affairs, JOSIAH ROSENBLATT, represented the bureau on the U.S. delegation to the Swiss conference on the protection of victims of conflict, which was held in Geneva, August 30-September 1.

ALDEN H. IRONS, Office of International Labor Affairs, traveled to Indonesia, September 19-25, as part of a generalized system of preferences subcommittee team, to talk with Indonesian government, business and labor leaders about worker rights issues.

Special programs assistant TOM PLOFCHAN, Office of Democracy Policy and Programs, participated in a joint State-Defense Department evaluation of Peruvian human rights training to the Peruvian military, August 30-September 5. The training utilized materials that the two agencies assisted the Peruvians in developing . . . On September 26 Mr. Plofchan addressed some 50 Naval Reserve officers at the Naval Command Center, on military human rights training in South America.

People: The bureau welcomed as director of the Office of Multilateral Affairs, Mr. Rosenblatt, and new members of his staff: deputy director MIRTA ALVAREZ, handling human rights issues in the United Nations; MARYANNE MARTINEZ, working on European international organizations; and JANE BURT-LINN, who is dealing with peacekeeping and related humanitarian assistance funding issues . . . PAUL POMETTO has moved to the bureau front office, where he is staff assistant . . . Joining the Office of Bilateral Affairs are a new deputy director, BETSY SPIRO (Ms. Spiro is regional officer for South Africa as well); ROBERTO POWERS, who replaces GERRY FULLER as the regional officer for Central, West and portions of East Africa; and MARY E. DALY, who is coordinating democracy issues for the Office of Bilateral Affairs . . . The bureau also welcomed as the director of the Office of Democracy Policy and Programs, Mr. McBride, and MARTHA STARK, White House fellow dealing with policy issues in that office at the present; and from the University of

Virginia Law School, third-year student CARRIE TIPTON and second-year student JOYCE LEE, both of whom are assigned to the bureau as interns. □

INSPECTOR GENERAL'S OFFICE

The annual conference of all office personnel was held September 21-22 in the East Auditorium. The deputy secretary, CLIFTON WHARTON; other Department principals and assistant secretaries; the deputy director for management of the Office of Management and Budget, PHILIP LADER; the chief of staff of the House Foreign Affairs Committee, MICHAEL VAN DUSEN; the counselor for U.S.I.A., DONNA M. OGLESBY; the White House representative for the National Performance Review, DOUGLAS FARBROTHER; the acting director general of the U.S. and Foreign Commercial Service, CHARLES A. FORD; and the head of A.I.D., J. BRIAN ATWOOD, spoke and answered questions concerning policy, program priorities and management challenges in the new fiscal year.

On September 28 GREG LINDEN, Information Management Division, Office of Audits, spoke to the graduating class of new information management officers at the Foreign Service Institute, about the importance of information management in foreign policy . . . Auditors EILEEN ANGLE, ARNOLD LEE, MARIE BOHLMANN, DAVE WISE, KEN COMER, JACQUELINE JAMES and PHIL BONDS attended the management development seminar at the Office of Personnel Management's executive development center in Oak Ridge, Tenn. . . . JAMES MARTIN passed the certified internal auditor exam.

Special agents of the Office of Investigations competed in the fourth annual shooting competition sponsored by the Federal Investigators Association, September 18, at Manassas, Va. The agents once again came away with more trophies than those of any other agency represented at the match. Winners were MIKE DAVIS, who took trophies for first place, Expert Division, Pistol, and High X (most accurate)—Men; TRAVIS MORAN, who received third place, Expert Division, Pistol; ALAN JONES, who took second place, Sharpshooter Division, revolver; and DONNA SPIEWAK, chapter secretary, who took High X—Women. Mr. Davis, Mr. Moran, Mr. Jones and JIM TAPSCOTT seized top honors with first place in the team competition. Ms. Spiewak, competing with the Federal Investigators Association team, received second-place in the team match. □

INTELLIGENCE AND RESEARCH



INTELLIGENCE AND RESEARCH— Assistant secretary-designate *Toby Gati* presents *Martha Mautner* an engraving of the Kremlin, on her retirement after 48 years of Government service. Her first post was Moscow. She has been with the bureau since the early 1960s, most recently as deputy director.

Office of Analysis for the Commonwealth and East Europe: *MARTHA MAUTNER*, deputy director, addressed the Congressional Youth Leadership Council on Russian and Eurasian issues, at the Department, August 5 . . . She spoke at the Executive Lecture Forum, Jackson, Miss., on developments in Russia, September 21. □

INTERNATIONAL NARCOTICS MATTERS

On September 28, deputy assistant secretary *GRANT SMITH* went to New York for a meeting with a Mexican delegation on the high-level UN General Assembly sessions on narcotics.

RAYBURN HESSE delivered a speech in Oxford and met with United Kingdom officials on the Bahamas and the Caribbean, in conjunction with the financial action task force, August 29-September 1 . . . *THOMAS BROWNE* traveled to the Dominican Republic, August 30-September 2, for meetings on drug prevention, in cooperation with major league baseball . . . Mr. Hesse lead the financial action task force delegation, September 9-11, during its plenary and working group II meetings . . . Office director *DAVID LYON*

and *ROGERS WOOLFOLK* traveled to Florida, September 9-17, to participate in a contractor performance meeting . . . *THOMAS BROWNE* attended the international demand reduction conference in Malaysia, September 15-24 . . . *LLOYD ARMSTEAD* traveled to Guyana, Barbados and Trinidad and Tobago, September 14-24, for consultations/coordination of the joint information coordination center program . . . *KATHLEEN WILKINSON* was in Bulgaria, September 20-24, as a member of the U.S. delegation participating in a Dublin Group meeting on coordinating assistance to eastern Europe.

JOHN BINKLEY and *JAIME BARRERA* were in Washington, September 20-23, for air wing consultations . . . Mr. Hesse was in Moscow, September 26-30, preparing for a conference focusing on Russia and other newly-independent states . . . Mr. Binkley traveled, September 27-30, for program reviews in Guatemala, Columbia and Belize . . . *HELENE KAUFMAN* was in New York, September 28, for a narcotics meeting with the private sector . . . Mr. Armstead participated in a joint information coordination center software development meeting in Florida, September 29-October 1 . . . *THOMAS COONY* traveled to Thailand to participate in the chemicals control meeting, September 10-October 2.

The Air Wing's *JAIME BARRERA* was promoted to master warrant officer 5. He handles quality assurance at Patrick Air Force Base, Fla. . . *LYNNE PLATT* replaced *LAUREN HALE* as the bureau's public affairs officer . . . *BERYL BENTLEY-ANDERSON*, formerly of the African bureau, joined the bureau's Program Office as the program officer for Africa and the Middle East . . . *ROBERT M. PERITO* has been named the Department's special coordinator for the prevention of alien smuggling, with responsibility for dealing with the problem worldwide.

People: New arrivals: In the Office of Program Management, *DENISE MALCZEWSKI*, program officer for Bolivia, and *DIANNE GRAHAM*, program officer for Bogota . . . In the Office of the Controller/Executive Director, Management Systems Division, *ANNETTE DAY*, secretary, and *BRIAN GWITT*, fall intern. □

INTERNATIONAL ORGANIZATION AFFAIRS

Office of Democracy, Human Rights and Social Affairs: Director *TERRY MILLER* served on the U.S. delegation to the Swiss

conference on the protection of war victims, August 30-September 1, in Geneva . . . He joined Assistant Secretary *JOHN SHAT-TUCK* in Brussels, September 10, for consultations with the European Community "troika," on promoting human rights during the UN General Assembly . . . *BEVERLY ZWEIBEN*, deputy director, served on the U.S. delegation to the world conference on human rights, in Vienna, June 14-25 . . . She participated in the task force on accountability of war crimes in the Balkans, at the Kennedy School of Government, July 9.

On September 22 deputy assistant secretary *MELINDA L. KIMBLE* traveled to Columbus, O., to participate in a video-conference between the Columbus World Trade Group and UN trade and development officials in Geneva. The event inaugurated the first "North American/United Nations Trade Point" and highlighted the upcoming UN trade efficiency symposium planned for October in Columbus. "Trade Points" offers small businesses access to an expanding international interactive computer network that facilitates international trade. *GREG LASHUTKA*, mayor of Columbus, and other Ohio officials participated in the event.

Office of Policy, Public and Congressional Affairs: Director *DOUGLAS KINNEY* assisted the assistant secretary in multilateral policy planning consultations with Norway and New Zealand, and cochaired with *NANCY FORBORD* of the Foreign Service Institute a three-day course for U.S. delegates to the 48th UN General Assembly . . . Ms. Kimble briefed the delegates on the economic and humanitarian work of the United Nations . . . *RICHARD KAUZLARICH* covered U.S.-Russian relations and developments in the Russian "Near Abroad." . . . Congressional relations director *NANCY GALLUP SHEY* briefed the delegates on Congress and the General Assembly . . . Research chief *FLORA EVON* has recruited the Office's second library research intern, *LINDA COLDING*, from Catholic University . . . *ERIC HAUGABROOK* has joined the research staff as a contract researcher . . . Ms. Evon traveled to New York for consultations with the U.S. mission to the United Nations and with UN staff on the new optical disk system.

People: Transfers: *MELINDA M. BRIAN*, from Cape Town to the Office of the Assistant Secretary; *JEFFREY DE LAURENTIS*, from Havana to the Office of Economic and Environmental Affairs; *SUSAN E. KIRK*, from Moscow to the Office of International Conferences; *JEFFREY A. MEER*, from the Bureau of Intelligence and Research to the Office of Democracy, Human Rights and Social Affairs; *ALICE C. MOORE*, from the Bureau of Consular Affairs to the Office of Democracy, Human Rights and Social Affairs; *J. MICHAEL*

O'BRIEN, from the Bureau of Administration to the Office of the Executive Director; FREDERICK A. SMITH, from the Bureau of Consular Affairs to the Office of International Conferences; JOYCE A. BARR, from the Office of Technical and Specialized Agencies to the Bureau of Personnel. *Resignation:* ELEANOR J. HOLSTEIN, from the Office of International Development Assistance. □

LEGISLATIVE AFFAIRS

JEFFREY WHITE, director of legislative operations, spoke to the new Foreign Service officer class, September 20, and at the Foreign Service Institute executive-congressional relations course, September 22, on the Department's relationship with Congress . . . On September 21 legislative management officer WAYNE MIELE spoke on executive-legislative branch relations before the participants in the Foreign Service Institute's Washington tradecraft seminar . . . The bureau has welcomed AMY DINE, personal assistant to the deputy assistant secretary for the Senate, and JUANITA GUITERREZ, staff assistant. □

NEAR EASTERN AFFAIRS

Office of the Assistant Secretary: Assistant Secretary EDWARD P. DJEREJIAN and other bureau officials attended the September 13 White House ceremony for the signing of the declaration of principles on interim self-government arrangements between the Israelis and the Palestinians. Mr. Djerejian welcomed YASIR ARAFAT, chairman of the executive committee of the Palestine Liberation Organization, on his arrival at Andrews Air Force Base, September 12, and attended the bilateral meetings at the White House between PRESIDENT CLINTON and Israeli Prime Minister YITZHAK RABIN and the Secretary's meeting with Mr. Arafat . . . Mr. Djerejian and other bureau officials attended the Department ceremony for the initialing of the common agenda between Israel and Jordan, September 14 . . . In a speech at Columbia University, September 20, Secretary Christopher announced that he, along the Treasury Secretary LLOYD BENTSEN and the Russian cosponsors, would convene a conference to support Middle East peace, to mobilize the international financial resources needed to support the Israeli-



NEAR EASTERN AFFAIRS—At Superior Honor Award ceremony, from left: Juan

Alsace, Ambassador Edward Djerejian, Tom Miller, Mary Virginia Kennedy.

Palestinian declaration of principles. Invitations were extended at the foreign and finance minister level. The conference, in the Department, October 1, was attended by representatives from 43 nations and organizations, such as the World Bank, the United Nations, the European Community and the Palestine Liberation Organization . . . Deputy assistant secretary DANIEL KURTZER, members of the U.S. peace team and bureau staff played key roles in making the logistical arrangements for both ceremonies and the conference.

Mr. Djerejian traveled to New York, September 26-30, for the opening of the UN General Assembly. While in New York, he attended President Clinton's bilateral meeting with Lebanese Prime Minister RAFIQ HARIRI, SECRETARY CHRISTOPHER's bilateral meetings with Saudi Foreign Minister SAUD AL-FAISAL and Israeli Foreign Minister SHIMON PERES, and Secretary Christopher's meeting with foreign ministers from the Gulf Cooperation Council . . . Mr. Djerejian met with Bahraini Foreign Minister MUHAMMAD BIN MUBARAK AL KHALIFA, attended a U.S./European Community luncheon and addressed a breakfast meeting of the Council of Presidents of Major Jewish American Organizations. He was accompanied to New York by deputy assistant secretary TONI VERSTANDIG, regional affairs officer SCOTT McGEHEE and personal assistant SANDI McNEILLY.

Mr. Djerejian gave a Worldnet interview, September 14, to discuss the peace talks and events surrounding the signing of the Israeli-

Palestinian declaration of principles. Posts participating in the Worldnet interactive were Tel Aviv, Jerusalem, Amman, Damascus, Beirut and Cairo.

On September 8 Mr. Djerejian met with a group of young Arabs and Israelis from "Seeds of Peace" at the Department. Boys from Israel, Jordan, Egypt, Morocco and the West Bank were in the United States during August and September to attend a summer camp in Maine, before traveling to Washington to visit Congress, the Supreme Court, the Department and the White House . . . Mr. Djerejian traveled to St. Louis, September 9, to give a keynote speech on issues in the Middle East to a town meeting cosponsored by the Department and the World Affairs Council of St. Louis . . . Mr. Djerejian gave the keynote speech to a conference sponsored by the Arab-American Business and Professional Association, September 16. His topic was "Old Challenges and New Opportunities for U.S. Economic Policy in the Middle East." . . . He spoke on the multilateral talks in the Arab-Israeli peace process at a policy forum meeting of the Washington Institute for Near East Policy, September 22.

Office of the Public Affairs Adviser: Public affairs adviser RICHARD LeBARON met with Israeli government spokesmen, September 21, to discuss Department preparations for daily press briefings. The group was in Washington for a seminar, "Public Issues: The Role of the Spokesman," sponsored by the Academy for Educational Development.

Office of Arabian Peninsula Affairs: Deputy director GERALD FEIERSTEIN met

with a group from Duquesne University's Arabic executive leadership program, September 7, to discuss U.S. policy in the Gulf.

Office of Israel and Arab-Israeli Affairs: Director TOM MILLER accompanied the under secretary for economic and agricultural affairs, JOAN SPERO, to Israel for the joint economic development group meetings, September 11-15 . . . He discussed U.S.-Israeli relations with Israeli spokesmen, September 21 . . . On September 22 he lectured on "The Interagency Process" at the Foreign Service Institute's Washington tradecraft course . . . He met with a Washington Mission group from Palm Beach, September 9, to discuss the peace talks and U.S.-Israeli relations . . . He traveled to Michigan, September 22-25, on a combined recruitment and lecture trip . . . He spoke at the University of Michigan, Ann Arbor, and Michigan State University, East Lansing.

Deputy director RICHARD ROTH participated in SECRETARY CHRISTOPHER's meeting with Israeli Foreign Minister SHIMON PERES, September 13, prior to the signing of the Israeli-Palestinian declaration of principles . . . On September 28 he met with members of the Jewish Federation of Birmingham, Ala., to discuss the peace talks and U.S.-Israeli relations . . . Political officer MARC SIEVERS met with a Washington Mission group from Montreal, September 22, to discuss events in the peace process . . . He traveled to Israel and Jordan, September 30-October 10, to assess developments in the wake of the Israeli-Palestinian agreement . . . Political officer SHELLEY MIDURA traveled to New York, September 29, to serve as notetaker during the Secretary's meeting with Israeli Foreign Minister Peres, during the 48th UN General Assembly . . . Economic officer JAKE WALLESE left the office, September 10, to assume duties in the Peace Process Office. He has been replaced by CLAUDIA SERWER, who has completed an assignment in Caracas.

Office of Egyptian Affairs: Director RICHARD JONES and deputy director TED FEIFER met with a group from Duquesne University's Arabic executive leadership program, September 7, to discuss the peace process and U.S.-Egyptian relations.

Office of Maghreb Affairs: Tunisia desk officer SUE SAARNIO participated in a Middle East Institute panel discussion on careers in the Middle East, October 1, at the institute's annual conference at the National Press Club.

Office of Regional Affairs: BOB KRANTZ traveled to Fort Bragg, N.C., to brief members of the 82nd Airborne Division in preparation for their assignment with the Multinational Force and Observers, in the Sinai Peninsula of Egypt. He was accompanied by AUGUSTINE RIOLO, the Multinational Force and Observers' director for poli-

cy, plans and operations, and Lieutenant Colonel ANZ HOWIE of the New Zealand army . . . CHARLES LAWSON, special assistant for science and technology, and JONATHAN MARGOLIS, Bureau of Oceans and International Environmental and Scientific Affairs, met in Beijing, September 1-9, with Chinese government officials to prepare for the water working group meeting, which the Chinese will host in Beijing, October 26-28 . . . They traveled to Israel and Jordan, September 26-October 2, to consult with the Palestinian, Israeli and Jordanian water working group delegates.

Office of the Executive Director: KATHERINE MILLARD has joined the Post Management Division, with responsibility for Jordan, Israel, Lebanon, Syria and Iraq . . . PAT KLINGENMAIER has joined the Budget and Fiscal Division. □

OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS

RAFE POMERANCE, deputy assistant secretary for environment and development, led the U.S. delegation to the eighth session of the intergovernmental negotiating committee for a framework convention on climate change, in Geneva, August 16-27 . . . DANIEL A. REIFSNYDER, director, Office of Global Change, served as alternate head of delegation, and JONATHAN C. PERSHING, science officer, same office, participated . . . Mr. Pomerance remained in Geneva for meetings of the open-ended working group for the Montreal protocol to the Vienna convention on substances that deplete the ozone layer, and of the UN Economic Commission for Europe long-range transboundary air pollution convention's working group on strategies, August 30-September 3 . . . At the former meeting he was joined by LYSBETH RICKERMAN, economics officer, Office of Global Change . . . Mr. Reifsnnyder attended an Organization of Economic Cooperation and Development governments' experts meeting on climate change, in Paris, August 30-31, returning to Geneva to participate in a lead authors meeting of working group II of the intergovernmental panel on climate change, August 31-September 3 . . . GRANVILLE SEWELL, adaptation officer, Office of Global Change, attended the preparatory meeting for sustainable development of small island states, in New York, August 29-September 10.

Office of Marine Conservation director LARRY SNEAD traveled to Juneau and locations along the Yukon River, August 28-September 4, to consult with Alaska Department of Fish and Game officials and their advisers . . . STETSON TINKHAM and RICHARD ROSENMAN attended the 15th annual meeting of the Northwest Atlantic Fisheries Organization, in Dartmouth, Nova Scotia, September 7-11 . . . BRIAN HALLMAN participated in the September 21-24 meeting of the Organization for Economic Cooperation and Development's committee on fisheries, in Paris . . . On September 23 Mr. Snead and Pacific fisheries officer GREG BURTON met in Ottawa with officials of Canada's Department of Fisheries and Oceans, who agreed to suspend Canada's commercial fishery on Yukon River fall chum salmon.

LEE GRAHAM has joined the Office of Global Change as its deputy director . . . GRANVILLE SEWELL, same office, attended a workshop on the insurance industry and climate change, in New York, September 28 . . . KAREN GALEGOS has joined the office. □

PERSONNEL



BUREAU OF PERSONNEL—Director general Genta Hawkins Holmes, left, presents Meritorious Honor Award to Margaret Uyehara, chief of support services.

Office of Medical Services

Dr. ESTHER ROBERTS arrived in Washington in September to take the position of director of mental health services. She is returning after a tour in Paris . . . Regional

medical officer TERRY MERKIN, posted in Mexico City, resigned, effective October, to return to private practice in Santa Barbara, Calif. . . . The new medevac coordinator in Frankfurt is DEBORAH HUMPHRIES. She is the liaison person for the 51st Combat Support Hospital (formerly the 97th General Hospital) . . . BROOKS TAYLOR, regional medical officer, consulted in Medical Services, September 15, while accompanying a patient from Bridgetown . . . Chief medical technologist assistant ROBIN WATERS resigned September 24 . . . BRENDA MEADOWS was hired as a new contract registered nurse in the exam clinic . . . Returning from her posting in Quito, CANDACE MOORE, Foreign Service nurse practitioner, arrived in September to take the position of deputy director of Foreign Service nurse practitioners in Medical Services . . . ANNE SALOOM, nurse practitioner, left the position of deputy director of nurse practitioners in mid-October for a post in Conakry . . . JOHNNIE JACKSON, regional medical technologist, plans to retire in January . . . CHARLES ROBINSON, regional medical technologist, returned from Moscow to join the laboratory staff in Medical Services . . . After deferred home leave following her previous tour in Lilongwe, JERI LOCKMAN, nurse practitioner, consulted in Medical Services, October 5-12. She then attended a national nurse practitioner symposium in Baltimore before returning to Jakarta to complete her tour. □

POLITICO-MILITARY AFFAIRS

Principal deputy assistant secretary THOMAS E. McNAMARA headed a U.S. delegation to Moscow, August 21-23, for bilateral consultations in preparation for the upcoming antiballistic missile treaty review, and to discuss the comprehensive test ban treaty . . . He traveled to New York, Stockholm and Mexico City for additional discussions on the test ban treaty . . . On August 27 he addressed the U.S. Army War College, Carlisle, Pa., on "New Challenges and New Departures for U.S. Security." . . . On September 21 he gave the opening address at a visit of Guatemalan War College officials to the Department.

Office of Strategic and Theater Policy: RALPH KWONG and PHIL DOLLIFF traveled to Russia, Kazakhstan and Ukraine, to help negotiate safe, secure dismantlement agreements . . . JERRY STACY traveled to Ukraine in mid-August for consultations on those agreements and on a nuclear forces

treaty on the reduction and limitation of strategic offensive arms . . . RALPH KWONG participated on a U.S. delegation that traveled to Almaty, September 16-24, to negotiate safe, secure dismantlement agreements and nonproliferation . . . LA TANIA BARNES has joined the office as an administrative assistant and will handle administrative arrangements for the dismantlement negotiations.

Office of Arms Control Policy for Compliance and Implementation: Director DAVID K. NICKELS represented the Department at the antiballistic missile treaty review, September 27-October 1, at Geneva, Switzerland. This was the fourth review, required by the treaty to be held every five years.

Office of Policy Analysis: NICK RASMUSSEN moved over to the National Security Council for one month to assist with preparations for the UN General Assembly and the President's speech to that body. He was to return to the office in early October . . . W. SCOTT MILLER traveled to the United Nations to hear the UN representative to Somalia, retired Admiral JONATHAN HOWE, discuss plans for rebuilding the police force and justice system in that country . . . JUNE CARTER PERRY joined the office from Embassy Paris . . . SUSAN VARISCO has joined the office for a presidential management intern rotational assignment, from the Office of the Secretary of Defense.

Office of Weapons Proliferation Policy: Director VANN H. VAN DIEPEN and Major TIM WILLIAMS attended a meeting of missile technology control regime technical experts in London, September 20-25 . . . The office welcomed incoming officers MIKE BOBAL, PAM ROE and SHEILA BELEW and intern PAUL KENNEDY . . . Intern/clerk ROBERT MARTINAGE completed his tour September 30.

Office of International Security Operations: The office welcomed two new officers this month: NICOLE PEACOCK, who transferred from the Department Press Office to work on humanitarian affairs issues, and LEWIS LUKENS from Embassy Abidjan, who is to work global demining issues . . . Colonel FITZ CARTY and DAVID GOWDEY made presentations at the worldwide demining conference in Ashville, N.C. . . . Commander STEVE INGALSBE attended a workshop at the Air Land Sea Applications Center, Langley Air Force Base, Va., to work on a tactics, techniques and procedures manual on humanitarian assistance . . . ALEX MARGULIES has returned from a month in Haiti, where he is coordinating U.S. participation in the Haiti peacekeeping operation . . . Captain BILL DOUD attended a three-day conference on naval strategy . . . Colonel TOM GRANT attended a series of peacekeeping-related meetings at the United Nations in New York . . . Intern SCOTT

FISHER was presented an Air Force Achievement Medal for his work in the office this summer . . . Intern SUZANNE McGARITY graduates from Clemson University next month, and was just notified that she has been accepted into the "Thunderbird" School of International Business.

Office of Defense Trade Controls: The office hosted delegations from Belarus that are studying defense export licensing . . . Licensing officer MICHAEL O'MARA has been on extended temporary duty in Minsk, helping Belarus implement its licensing regime . . . Licensing officer KEN PEOPLES delivered addresses on "Changes to Export Licensing Regulations for Satellites" to two groups—the Federal Bar Association and the Aerospace Industries Association . . . The office hosted visitors from Japan's Ishida Foundation, including chairman TAIICHI ISHIDA, for discussion of Ishida's proposed commercial tilting aircraft project.

Office of Nuclear Weapons Proliferation: Deputy director GARY SAMORE spent a week in Vienna working with the U.S. mission and the International Atomic Energy Agency on the North Korean nuclear issue . . . ROGER CRESSEY led a U.S. delegation to an experts meeting in Nova Scotia on maritime confidence-building measures, in support of the Middle East arms control and regional security working group . . . FRED AXELGARD led a similar delegation to the Hague to discuss communications measures . . . Colonel DAVID UNDERWOOD spent two weeks in the field leading U.S. support for a large UN weapons inspection in Iraq . . . ALFRED FONTENOT joined the office from Geneva.

Office of Defense Relations and Security Assistance: RENE BEBEAU is on temporary-duty travel in Hungary, Poland, the Czech Republic and Slovakia, participating in bilateral political-military talks . . . BARBARA TOBIAS has completed her assignment on the promotion boards and is now back full-time as office director . . . JULIE GRANT, ROBERT LUACES and CLARENCE HUDSON joined the office in September.

Office of the Senior Coordinator for Reactor Safety and the International Science and Technology Centers: Senior coordinator ELIZABETH VERVILLE participated in meetings, September 1, between VICE PRESIDENT GORE and the Russian prime minister relating to nuclear safety . . . Ms. Verville headed the U.S. delegation to the donors assembly of the nuclear safety account at the European Bank for Reconstruction and Development, in London, September 16-17 . . . She led the U.S. delegation to the Group of 7 nuclear safety working group, in Vienna, September 24, accompanied by CAROL KESSLER and JAMES NOBLE . . . Carol Kessler headed the U.S. delegation to the

Group of 24 (countries in Europe) nuclear safety steering committee for plenary meetings in Brussels, September 20-22.

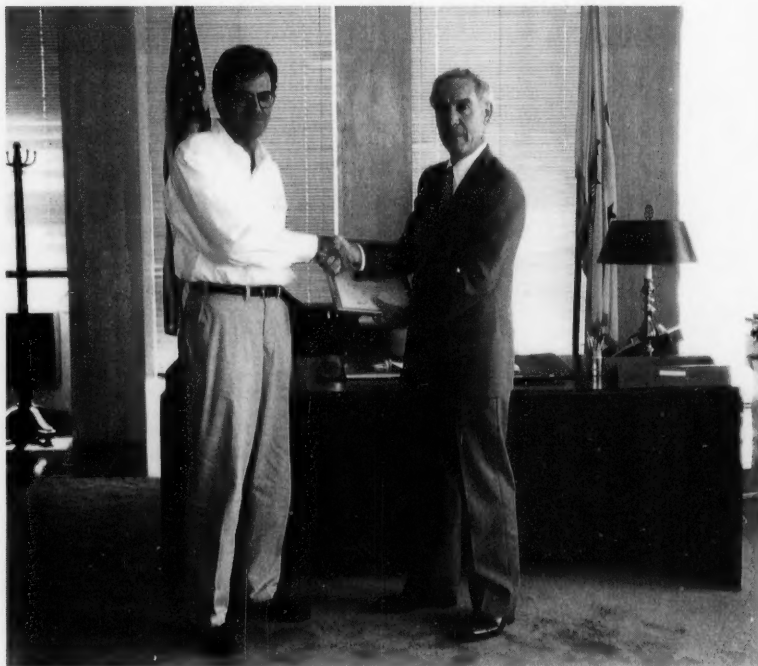
Office of the Executive Director: CHRISTINE WINTER will be transferring to The Gambia, and GWEN DAVIDOW will be joining the Academy for Educational Development.

Office of Defense Trade Policy: New staff members are JEFFRY R. OLESEN, transferring from Lahore; and PAUL S. ARONSOHN, transferring from the White House research office . . . JULIE KAVANAGH completed the ballistic missile technology course, and JONATHAN MOORE attended the Foreign Service Institute course on Washington tradecraft . . . ANDREW CHURCH traveled to Prague and Bratislava as part of an interagency delegation to assess export control systems in the Czech and Slovak Republics . . . JEFFRY OLESEN, JULIE KAVANAGH and Mr. Aronsohn were guests of honor at the September 30 business luncheon hosted by the Society for International Affairs. □

REFUGEE PROGRAMS

WARREN ZIMMERMAN, bureau director, participated in the annual refugee admissions consultations with the Senate and House Judiciary Committees, with SECRETARY CHRISTOPHER. The fiscal year 1994 admissions consultations consisted of an in-chambers meeting with House Judiciary Committee members, a hearing before the Committee's subcommittee on international law, immigration and refugees, and a hearing before the Senate Judiciary Committee . . . Mr. Zimmerman presented a paper, "Overview of U.S. Refugee Policy in Africa," at the Ethiopian Community Development Council's national conference on African refugees . . . He met with LE XUAN KHOA of the Southeast Asia Resource Action Center to discuss the Southeast Asia comprehensive plan of action with 13 members of the board of directors of the newly-incorporated Hmong National Development, Inc., and with PARY KARADGHI, executive director of Kurdish Human Rights Watch, on resettlement processing of Kurds in Turkey and Pakistan.

PHYLLIS E. OAKLEY has assumed duties as principal deputy assistant secretary . . . Department counselor TIM WIRTH has selected M. FAITH MITCHELL to be the new senior coordinator for population . . . BRUNSON MCKINLEY, deputy assistant secretary, took part in regional refugee officer workshops in Harare (Zimbabwe) and



HAVANA, Cuba—Consular officer Jeff DeLaurentis receives Meritorious Honor

Nairobi (Kenya), conducted other refugee and migration-related meetings and reviewed refugee protection issues in Kenya.

DOUGLAS R. HUNTER attended the intergovernmental consultations on migration and asylum issues in Nyon, Switzerland, then participated in the meeting of the International Organization for Migration working group on assessments, in Geneva . . . KELLY T. CLEMENTS attended advance meetings of the UN high commissioner for refugees' executive committee meetings in Geneva . . . MICHAEL P. ZUMWINKLE attended meetings on migration at the Council of Europe, in Strasbourg, France . . . ANITA L. BOTTI and BETSY A. FITZGERALD met with voluntary-agencies officials in New York to review 1994 refugee admissions . . . JANICE S. FINNEY attended the allocations working group meeting in New York . . . KATHERINE K. PERKINS and CARLA T. NADEAU monitored voluntary-agency affiliates in Green Bay and Milwaukee, Wisc. . . MARGARET J. MCKELVEY and AMY B. NELSON attended the regional refugee officer workshop in Nairobi . . . Ms. McKelvey then joined NEIL EFIRD at the refugee officer workshop in Harare . . . Ms. Nelson traveled to Kenya, Djibouti and Somalia to monitor U.S.-supported refugee assistance ac-

Award from principal officer Alan Flanigan for his work on Cuban refugee issues.

tivities and refugee repatriation to northwestern Somalia, while Mr. Efird monitored U.S.-supported assistance efforts in Malawi, Zambia and Zimbabwe.

ELIZABETH D. THOMPSON spoke at a conference on African refugees and at the Arlington County (Va.) Department of Social Services, on African refugee processing . . . JOSEPH M. BRACKEN, Consulate General Montreal, provided the bureau with four weeks of assistance on Bosnian refugees . . . JOHN P. HEIMANN is serving as acting refugee coordinator in Zagreb . . . The International Committee of the Red Cross delegate-general for Latin America, FRANCIS AMAR, met with bureau staff to discuss the committee's activities in the region . . . JEAN FRANCOIS DURIEUX, the head of training in the UN's refugee protection division, briefed bureau staff on the UN worldwide training programs in emergency management and refugee law.

Visiting the bureau were the ambassador-designate to the Philippines, JOHN NEGROPONTE, and the ambassador-designate to Laos, VICTOR TOMSETH . . . Joining the Office of Refugee Assistance for Europe, the Near East and South Asia were MICHAEL J. METRINKO (director) and LAUREN I. MAY (program officer). □

SOUTH ASIAN AFFAIRS

Front Office: Assistant Secretary ROBIN RAPHEL traveled to New York for meetings in connection with the 48th UN General Assembly, September 26-28 and 30 . . . She participated in meetings with Pakistani foreign secretary SHAHARYAR KHAN, August 30-September 3 . . . She addressed an Asia Foundation seminar on change in South Asia, September 17.

Office of India, Nepal, Sri Lanka and the Maldives: Deputy director RON WOODIE made an orientation trip to the region, September 24-October 9 . . . Intern KARIN DEUTSCH joined the staff of the office, September 13.

Office of Pakistan, Afghanistan and



NEW DELHI, India—"Foreign Service National of the Year" Pawan Jaidka receives his award from chargé Kenneth C. Brill, right.

Bangladesh: Director JOHN HOLZMAN participated in the visit by Pakistan's Shaharyar Khan, August 30-September 3 . . . Afghanistan desk officer RON McMULLEN made an orientation trip to Pakistan and Uzbekistan, September 5-17 . . . In addition, Bangladesh desk officer PAUL WOHLERS made an orientation trip to the region, September 23-October 5 . . . Intern CHRISTIE ALEXANDER joined the office, September 27.

Office of Regional Affairs: Director MICHAEL C. LEMMON and political military officer ALAN J. CARLSON joined Ms. Raphael in bilateral meetings with delegations from Pakistan, September 2-3, and India, September 15-16 . . . Mr. Lemmon traveled to the region to attend the U.S.-India strategic symposium, and for nonproliferation consultations, September 17-26, followed by visits to Beijing and Tokyo. ■



MADRAS, India—At an award ceremony in this port city on the eastern tip of the subcontinent, kneeling, from left: Cynthia David, M. V. Aparna, K. R. Muhesh, R.

Anandan. Second row: Sheila Daphne, N. S. Lalitha, V. Janaki, S. Bhagavathi, Kathryn Humble, K. Gajalakshmi, Shubha Rajan. Third row: Hugh F. Williams, Erica Ruggles,

chargé Kenneth C. Brill, Taylor Ruggles, Maria C. Youth, Edward P. Birsner, Ernestine S. Hech Solomon Thangaraj.

O B I T U A R I E S

William Hayden Byrd, 74, a retired Foreign Service officer, died in Grafton, W. Va., on September 27.

Mr. Byrd joined the Service in 1948 and became general services officer in Athens. He was an organization and methods officer in the Department, 1952-55. Next, he was posted in Manila, 1955-58, and Bonn, 1958-60. After a tour in Helsinki, he became a management analyst in Washington in 1963. In 1966 he was named supervisory general services officer in Mexico City. He went to Seoul in 1971. After a final assignment in Vientiane, he retired in 1975.

Mr. Byrd was born in Clarksburg, W. Va. on December 18, 1918. He received a bachelor's from Georgetown. He served in the Marines in the Pacific during World War II. He leaves his wife, Margaret Warder Byrd of Grafton, four daughters, four sons, a brother and 11 grandchildren. □

Myrtis Coltharp, 93, a retired Foreign Service nurse, died in Austin on September 18.

Ms. Coltharp joined the Service in 1946 and was assigned to Belgrade. She was posted to Rome, 1950-55. In 1955 she became assistant nurse attaché in Addis Ababa. Next, she was assigned to Mexico City, 1959-61. After a tour in Conakry, she was named director of nursing in Washington in 1963. She retired in 1964.

Ms. Coltharp was born in Turnersville, Tex., on April 10, 1900. Before State, she was a nursing instructor and served as director of the Red Cross Nursing Service. Her survivors include a brother, Joe Coltharp, of Austin. □

Helen Kamer, 59, a retired Foreign Service secretary, died at Alexandria Hospital, Alexandria, Va., on October 4.

Ms. Kamer joined the Service in 1962 and was assigned to Paris. She was posted to Bangkok in 1965 and Tel Aviv in 1967. She left the Service to marry in 1968 but became a Civil Service secretary later that year in the Bureau of Near Eastern and South Asian Affairs. In 1974 she was named "Secretary of the Year" for her service on Middle East task forces. She was promoted to staff assistant in the Office of the Secretary in 1978. The following year she re-entered the Foreign Service and was posted to Cairo. She served as the ambassador's secretary in

New Delhi, 1984-85, and Bangkok, 1985-86. In 1986 she was assigned to the Office of Medical Services. She served as an assistant to the ambassador-at-large for nonproliferation before retiring earlier this year.

Ms. Kamer was born in Sellersburg, Ind., on April 20, 1934. She attended Indiana University and the University of Louisville. She leaves two sisters and a brother. □

Kate Krimer, 72, wife of retired State interpreter Bill Krimer, died of cancer at Arlington Hospital, Arlington, Va., on September 9. She had accompanied her husband on overseas assignments, including to the nuclear arms talks in Geneva, 1969-85.

Ms. Krimer was born in Mahanomen, Minn., on April 25, 1921. She served in the Women's Army Corps during World War II. In addition to her husband of 51 years, she leaves a daughter and a son. □

Michele Maule Matlock, 34, daughter of retired Foreign Service officer Robert (Bill) Maule and his wife, Sue M. Maule, died of adrenal-cortical cancer at her home in Chugiak, Alaska, on August 8.

She had accompanied her parents on postings to Baghdad, Port-au-Prince, Vienna, Beirut and Montreal. She earned a bachelor's from Seattle Pacific University and worked as a special education teacher.

In addition to her parents, of Sooke, British Columbia, she leaves her husband, Kevin Matlock, and two sons, a daughter, a sister and a brother. □

Lawrence R. Raicht, 56, a retired Foreign Service officer, died in Eugene, Ore., on September 5.

Mr. Raicht joined the Service in 1960. After training at the Foreign Service Institute, he was assigned to the Bureau of Near Eastern and South Asian Affairs in 1962. In 1969 he became economic and commercial officer in Paris. He had a similar position in Washington before becoming an office director in the economic bureau in 1976. After an assignment in the Bureau of Personnel, he became principal officer in Halifax in 1982. He returned to the personnel bureau in 1986. After a final assignment as a Pearson fellow, he retired in 1990.

Mr. Raicht, who was blind, was named the "outstanding federal handicapped employee of the year" in 1986. He held the Superior Honor Award. He was a native of New York who received a bachelor's from Colgate, a master's from Harvard and a law degree from Columbia. His survivors include his wife, Patricia Richardson of Eugene, and a stepson. □

Joan Sorlin Peale, 62, who was a secretary in the Bureau of East Asian and Pacific Affairs and the widow of Foreign Service officer Samuel Rodgers Peale, died of cancer at her home in Reston, Va., on September 27.



Ms. Peale

Ms. Peale joined the Foreign Service in 1951 and was assigned to Rome the following year. She was posted to Bangkok, 1955-58. After an assignment in the Office of Vietnam Affairs, she went to Athens as the ambassador's secretary in 1961. She served as the ambassador's secretary in Santo Domingo and Lisbon before her marriage in 1967. She accompanied her husband on postings to Ankara, Khartoum, Kathmandu and Riyadh, where she worked for the deputy chief of mission. In 1987 she became a Civil Service secretary in the economic bureau's Office of International Commodities. She joined the staff of the assistant secretary for East Asian and Pacific affairs in 1990, where she was assigned until her death. She earned a Superior Honor Award and an outstanding performance award.

Ms. Peale was born in Worcester, Mass., on May 21, 1931. In addition to her work at the State Department, she was a secretary at the Navy Department and the Central Intelligence Agency. A memorial service attended by her coworkers was held at St. Timothy's Church in Reston on September 30. She leaves two sons, Samuel Randolph Peale and Daniel Sorlin Peale, both of Reston; a sister and a brother. □

Ilse Sanderson, 73, a retired editor of the Biographic Register and the widow of retired Foreign Service officer Melville

Sanderson, died at a hospital in Berlin on September 6.

Ms. Sanderson began her career at State in 1970 as a clerk-typist in the Bureau of Administration. She served as an editor of the compilation of Foreign Service officers and Civil Service executives before retiring in 1982. Earlier, she had accompanied her husband on postings to Sri Lanka, Greece, Iraq, Iran, Pakistan, Sudan and Oman.

Ms. Sanderson was born in Kalinin-grad, Russia, on December 28, 1919. After State, she worked as a personnel assistant at a computer company in McLean, Va., and taught German in the Fairfax County (Va.) schools. She leaves four children, seven grandchildren and a great-grandchild. □

John Harlan Southerland, 75, a retired Foreign Service officer, died of Parkinson's disease at the Fairfax Nursing Center, Fairfax, Va., on September 5.

Mr. Southerland joined the Service in 1941 and went to Quito later that year. After an assignment in Addis Ababa, he was posted to Trieste in 1947. In 1950 he became administrative officer in Barcelona. He held a similar position in San Jose before becoming an international conference officer in Washington in 1956. In 1960 he became general services officer in Taipei. Next, he held administrative assignments in Phnom Penh, 1962-63, Lisbon, 1963-66, and Moscow, 1967-70. After a tour in Bonn, he was named administrative counselor in Ankara in 1972. He retired in 1976 after serving as State's liaison with the General Accounting Office.

Mr. Southerland was born in Topeka on August 6, 1918. He served in the Army Signal Corps in Eritrea during World War II. He held the Meritorious Service Award. He leaves his wife of 44 years, Barbara M. Southerland of Arlington, Va., a daughter, a son and a twin-brother. □

Robert J. Tepper, 73, a retired Foreign Service officer, died of lymphoma at his home in Portland, Ore., on September 16.

Mr. Tepper began his career at State in 1950 as officer-in-charge of the New Orleans Reception Center. He joined the Foreign Service the following year and was posted to Montevideo. In 1955 he

became an intelligence research officer in Washington. Next, he was economic and consular officer in Vancouver, 1957-62. In 1962 he became officer-in-charge of Caribbean dependencies. He retired in 1970 after serving as desk officer for Ireland and as principal officer in Belize.

Mr. Tepper was born in New York on June 15, 1920. He received a bachelor's from George Washington University. During World War II he served as a code officer in the Navy's London communication center used by Franklin Roosevelt and Winston Churchill. After State, he was city manager of Clearwater, Fla., for 11 years and, later, director of aging programs in Washington County, Ore. He leaves his wife, Shiela Tepper, of Portland, a son, a sister and four grandchildren. □

Charles (Carl) Wilson Thomas, 81, a retired Foreign Service officer, died in Redlands, Calif., on July 16.

Mr. Thomas joined the Service in 1945 and became political officer in Munich. He later served as acting director of



the European relay base of the Voice of America there. In 1949 he became consul in Geneva. After serving as director of the U.S. escapee program in Rome and Frankfurt, he was posted to Rangoon in 1956. In 1958 he was named principal officer in Medan. Next, he was officer-in-charge of peaceful uses of atomic energy, 1961-66. He received the Superior Honor Award for his service in support of safeguards for atomic materials. He retired in 1969 after serving as consul general in Antwerp.

Mr. Thomas was born in Salt Lake City on November 4, 1911. He received a bachelor's from George Washington and pursued graduate studies at Stanford. He leaves his wife of 58 years, Rhoda Thomas of Redlands, two daughters, a son and seven grandchildren. □

Karl V. Young, 82, a retired Foreign Service employee, died in Miami on July 23.

Mr. Young joined the Service in 1941

and was assigned to Rio de Janeiro. After working as a clerk and mailroom supervisor, he was posted to Athens in 1950. He was a mail clerk in Washington before becoming general services assistant in Jakarta in 1956. Next, he was communications clerk in Havana, 1958-60. In 1960 he was posted to Rome, where he became communications supervisor in 1962. He held a similar position in Manila, 1966-68. After a final assignment in Beirut, he retired in 1971.

Mr. Young was born in Lewiston, Me., on May 19, 1911. Before State, he worked as a clerk for Compania Commercial and Martinia in Brazil. His survivors include his wife, Florence G. Young of Miami. ■

Historical volume issued on U.S. Soviet relations

U.S. diplomatic relations with the Soviet Union and the states of Communist East Europe at the height of the cold war and the early stages of the Cyprus question are the subjects of a documentary history that has been released by the Department. "Foreign Relations of the United States, 1958-1960, Volume X, Part 1 (Eastern Europe Region; Soviet Union; Cyprus)" is part of the Department's documentary series recording official American foreign policy.

The volume, prepared by the Department's Office of the Historian, is one of more than 70 documenting the foreign policies of the Eisenhower administration. Volume X, Part 2, on U.S. policy on the issue of East-West exchanges and U.S. policies toward individual eastern European states, Finland and Greece, will be released later this year.

Copies of Volume X, Part 1 (Department of State Publication No. 10040; G.P.O. Stock No. 044-000-02356-3; I.S.B.N. 0-16-038069-3) may be purchased for \$39 (add 25% for foreign orders) from the U.S. Government Printing Office.

The office has prepared a summary of the volume. For information, contact Glenn W. LaFantasie, general editor of the series, (202) 663-1133. □

LIBRARY BOOKLIST

Maps: selected resources

Catalogs and directories

- International Maps and Atlases in Print.* Edited by Kenneth L. Winch, 2d ed. London, New York, Bowker, c1976. 866 p. Z6021.15 Ref.
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- Rand McNally Desk Reference World Atlas.* Chicago, IL, c1987. G1021.R34 Ref
- Random House Atlas of the Oceans.* Produced in association with the World Conservation Union (IUCN), New York, NY, Random House, 1991. 200 p. G2800.R35
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- Magocsi, Paul R. *Ukraine, a Historical Atlas.* Toronto, University of Toronto Press, c1985. G2151.S1 M336 Ref.
- Maps and Charts of North America and the West Indies, 1750-1789: a Guide to the Collections in the Library of Congress.* Compiled by John R. Sellars and Patricia Molen Van Ee. Washington, DC, Library of Congress, 1981. 495 p.
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